

2017 Pennsylvania State Government



Workforce Statistics

Tom Wolf, Governor

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STATE GOVERNMENT WORKFORCE STATISTICS

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STATE GOVERNMENT WORKFORCE STATISTICS
July 2016

Executive Summary

General Pennsylvania Statistics

Pennsylvania Population	12,802,503 (1)
Population	Rank 6th (1)
Average Salary of State Workers	Rank 20th (2)
State Employees Per Population	Rank 43rd (3)
Pennsylvania Labor Force	6,521,000 (4)

Commonwealth Positions as of June 30, 2016 (5)

Number of Full-Time and Part-Time Filled Salaried Positions	72,984
Number of Full-Time and Part-Time Filled Wage Positions	6,522
Salaried Payroll	\$4.0 Billion
Wage Payroll	\$159 Million

Profile of Full-Time Salaried Employees as of June 30, 2016 (5)

Number of Full-Time Salaried Employees	72,793
Average Age	46
Average Length of Service in Years	12
Average Annual Salary	\$53,837
Average Annual Benefits	\$43,360
Average Annual Sick Leave Days	8.4
Percent Civil Service	68.8%
Percent Represented by Unions	81.5%
Percent Minorities	14.1%
Annual Separation Rate	8.1%

Notes

- (1) "Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2015.
- (2) "State Government Employment and Payroll", U.S. Census Bureau, as of March 2014 (data is the latest available).
- (3) "State Government Employment and Payroll", U.S. Census Bureau, as of March 2014 and "Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2015.
- (4) "Monthly Seasonally Adjusted Labor Force, Employment and Unemployment data in Pennsylvania for July, 2016" from PA Department of Labor and Industry, Center for Work Force Information and Analysis.
- (5) Under the Governor's jurisdiction only. All data in these sections as of close of business June 30, 2016.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Total Employment
Part-Time and Full-Time Salaried and Wage Employees

Over Eighty Years of Change - Filled Salaried and Wage Employees
(GAWFR Table 1)

July of Each Year	Salaried	Wage
1930	9,500	
1935	19,500	
1940	33,500	16,500
1945	31,000	10,000
1950	38,000	20,000
1955	50,000	16,000
1960	57,000	15,500
1965	69,000	17,000
1970	101,000	13,000
1975	110,000	8,000
1980	100,000	7,600
1985	81,000	8,000
1990	79,600	5,400
1995	81,200	5,800
2000	79,600	5,400
2005	77,041	6,997
2010	76,110	7,580
2015	72,830	6,598
2016	72,984	6,522

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Data as of January of each year prior to 1970 because of data availability for earlier years. For all other years, data as of July of each year. In 1968, 10,812 highway maintenance wage positions in the Department of Transportation were transferred to salaried positions. On July 1, 1983, 8,553 salaried and 90 wage positions were transferred from the Governor's jurisdiction to the State System of Higher Education.

COMMENTS: Except for the World War II era, there was a steady growth pattern in the number of filled state jobs from 1930 to 1975. The period since 1975 has shown a reversal of that general pattern.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Union/Management Status
July 2016

Commonwealth Employment by Union
(GAWFR Table 22)

Union	Abbreviation	Rank-and-File	Supervisory	Totals	
American Federation of State, County, and Municipal Employees*	AFSCME (Master Agreement/Memorandum)	26,877 *	3,199 *	30,076 *	41.3% *
-Other AFSCME units		8,503	819	9,322	12.8%
-Clerical, Administrative and Fiscal units		7,057	815	7,872	10.8%
-Maintenance and Trades units		6,379	1,141	7,520	10.3%
-Human Services units		4,938	424	5,362	7.4%
*Total of all employees in the four categories					
Pennsylvania State Corrections Officers Association	PSCOA (corrections officers)	10,408		10,408	14.3%
Local 668 of the Service Employees International Union	SEIU Local 668 (social workers)	8,064	1,265	9,329	12.8%
Pennsylvania State Troopers Association	PSTA (State Police)	4,359		4,359	6.0%
United Food and Commercial Workers	UFCW (liquor store clerks)	1,442		1,442	2.0%
Service Employees International Union, Healthcare Pennsylvania	SEIU Healthcare PA (nurses, non-supervisory)	1,192		1,192	1.6%
Independent State Store Union	ISSU (liquor store managers)		696	696	1.0%
Correctional Institution Vocational Education Association, PSEA	CIVEA (corrections education teachers)	356		356	0.5%
Federation of State Cultural and Educational Professionals	FOSCEP (educational and cultural)	258	23	281	0.4%
Office and Professional Employees International Union, Healthcare Pennsylvania, Local 112	OPEIU (nurse supervisors)		225	225	0.3%
Fraternal Order of Police, Lodge 114 (wildlife conservation officers)	FOP (wildlife conservation officers)	191		191	0.3%
United Government Security Officers of America	UGSOA (security officers)	153	25	178	0.2%
Pennsylvania Doctors Alliance	PDA (physicians)	118	12	130	0.2%
Pennsylvania Liquor Enforcement Associations, Liquor Law Enforcement Unit	PLEA (liquor enforcement officers)	109		109	0.1%
Fraternal Order of Police, Capitol Police Lodge 85	FOP (Capitol Police)	87		87	0.1%
Pennsylvania State Rangers Association	PSRA (DCNR rangers)	84		84	0.1%
Fraternal Order of Police, Lodge 114 - Fish and Boat Commission	FOP (waterway conservation officers)	70	10	80	0.1%
Local 668 of the Service Employees International Union, Hearing Officers	SEIU Local 668 (unemployment compensation referees)		54	54	0.1%
Commonwealth Bar Association, Public Utility Commission	CBA (PUC attorneys)	26		26	0.0%
Pennsylvania State Education Association, Hiram G. Andrews Center	PSEA (non-tenured teachers)	22		22	0.0%
Alliance of Liquor Enforcement Supervisors	ALES (liquor law enforcement supervisors)		22	22	0.0%
Total		53,816	5,531	59,347	81.5%
Non-Union Employees				679	0.9%
Management Employees				12,767	17.5%
COMMONWEALTH TOTAL				72,793	100.0%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time, permanent salaried employees. The primary occupations represented by the union are shown in parentheses. Fiscal year data as of close of business June 30, 2016.

COMMENTS: 81.5 percent of state employees are represented by a union, with AFSCME representing the largest percentage.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Employment by Job Category
July 2016

Distribution of State Government Employees by Occupational Group
(GAWFR Table 20)

Job Category	Employees	Percentage
Official/Administrators	10,908	14.98%
Professionals	18,305	25.15%
Technicians	2,286	3.14%
Protective Service Workers	13,960	19.18%
Paraprofessionals	1,400	1.92%
Office and Clerical	11,178	15.36%
Skilled Craft Workers	4,104	5.64%
Service / Maintenance	10,652	14.63%
Totals	72,793	100%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Percentages are based on the total number of full-time salaried employees under the Governor's jurisdiction as of June 30, 2016. Percents shown may not total 100% due to rounding.

COMMENTS: State employees categorized as Professionals comprise the largest percentage (25.15%) of the eight occupational groupings. Paraprofessionals comprise the smallest percentage (1.92%). While the percentages have changed slightly, the ranking of these two groups has remained consistent over the previous ten reporting years.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Top 25 Employee Classifications
July 2016

Most Populous Class Titles - Top 25
(GAWFR Table 36)

Class Title	Number
Corrections Officer 1	6,325
Income Maintenance Caseworker	4,592
State Police Trooper	3,205
Clerk Typist 2.....	2,294
Transportation Equipment Operator B	2,011
Transportation Equipment Operator A.....	1,793
Residential Services Aide Manager.....	1,479
Corrections Officer 2.....	1,145
Clerk Typist 3	1,082
Registered Nurse	915
Liquor Store Clerk 1	880
Corrections Officer Trainee	861
State Police Corporal.....	786
Licensed Practical Nurse	772
Clerk 2	767
Income Maintenance Casework Supervisor	713
Parole Agent 2.....	618
Maintenance Repairman 2.....	605
Clerk 3.....	594
Highway Foreman 2.....	533
Psychiatric Aide	521
Nurse Aide.....	516
Corrections Officer 3.....	515
Corrections Food Service Instructor.....	513
Administrative Assistant 1.....	490

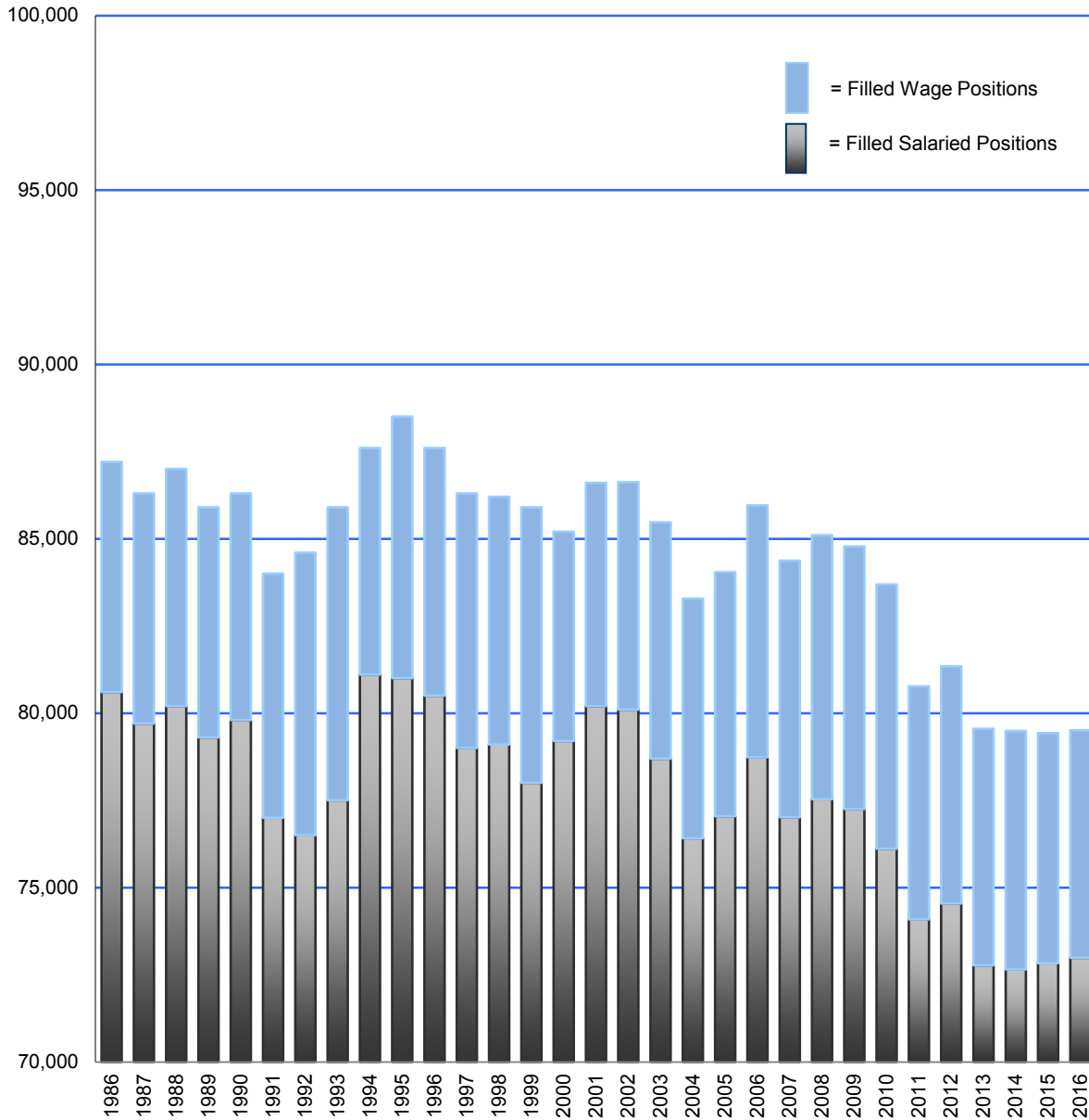
SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: Out of 2,601 different active class titles, 47 percent of the salaried work force (34,525 employees) serve in these 25 most populous class titles. Of the above listed class titles, all 25 were also listed as most populous class titles in the previous year. The number of classes ranking consistently with the previous year was 10 of 25.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2016

The Trend of Filled Salaried and Wage Positions
July 1986 to July 2016
(GAWFR Table 2)



NOTE: Includes full-time and part-time filled salaried and wage positions.

COMMENTS: On July 1, 2016 there were 72,984 filled salaried and 6,522 filled wage positions. Filled salaried positions increased by 154 and filled wage positions decreased by 76 from the previous year as of the July 1 figures.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2016

Historical Filled Salaried and Wage Positions
Fiscal Years 1981 to 2016
(GAWFR Table 3)

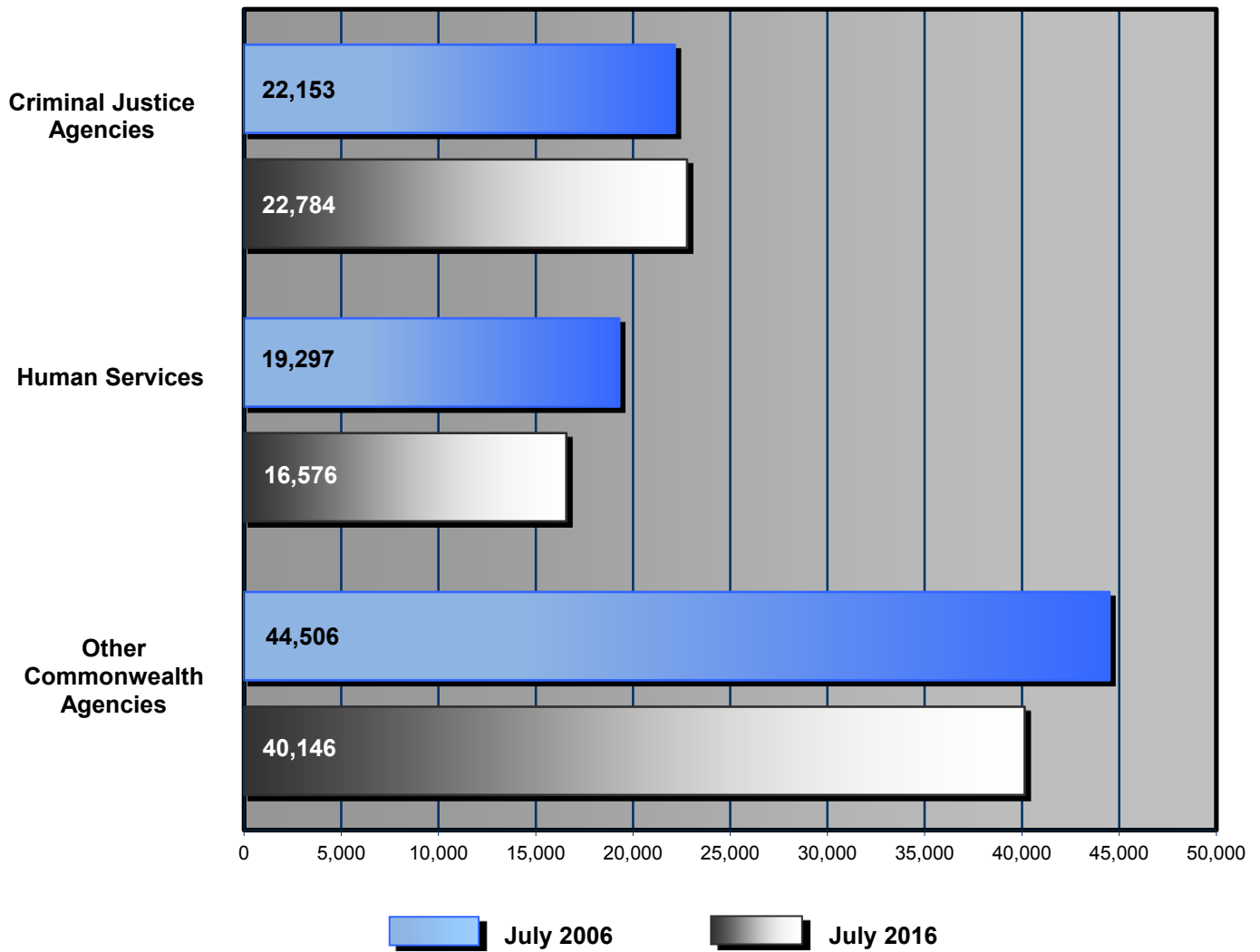
Date	Salaried Positions		Wage Positions	
	January	July	January	July
1981	99,971	99,272	7,954	8,338
1982	97,801	96,334	7,312	8,213
1983*	95,831	85,556	6,928	6,815
1984	85,123	84,053	6,151	5,931
1985	83,678	82,869	5,796	6,582
1986	81,701	80,265	6,446	6,436
1987	79,759	79,548	5,992	6,434
1988	79,669	80,008	5,919	6,268
1989	79,537	79,303	5,834	5,812
1990	79,522	79,476	5,928	6,193
1991	79,563	77,127	6,399	6,187
1992	76,388	76,640	6,822	6,868
1993	78,352	78,725	6,599	6,576
1994	80,226	81,512	6,753	6,336
1995	81,175	81,418	7,073	6,362
1996	81,588	80,920	6,609	6,125
1997	80,628	79,606	6,348	5,773
1998	79,605	79,495	6,083	5,930
1999	79,775	78,690	5,955	6,114
2000	79,255	79,207	5,925	6,015
2001	79,993	80,240	6,311	6,678
2002	80,126	80,146	6,978	7,154
2003	80,597	78,691	7,550	6,777
2004	78,481	76,410	6,350	6,873
2005	78,056	77,041	7,132	6,997
2006	78,565	78,733	7,769	7,223
2007	78,730	77,013	7,303	7,359
2008	77,225	77,531	7,656	7,572
2009	77,959	77,248	8,072	7,527
2010	76,563	76,110	8,430	7,580
2011	76,083	74,086	8,452	6,680
2012	74,538	74,540	8,052	6,799
2013	74,137	72,768	7,223	6,784
2014	73,261	72,650	7,126	6,839
2015	72,833	72,830	7,114	6,598
2016	73,431	72,984	6,909	6,522

NOTE: Includes full-time and part-time filled salaried and wage positions. Per diem positions included with wage. *1983 reduction includes a transfer of 8,553 salaried and 90 wage positions from the Department of Education to the State System of Higher Education.

COMMENTS: On July 1, 2016 there were 72,984 filled salaried and 6,522 filled wage positions. Filled salaried positions increased by 154 positions from the previous year as of the July 1 figures. Filled wage positions decreased by 76 during the same period.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2016

Criminal Justice Agencies and Human Services
Ten Year Comparative Complement
July 2006 to 2016
(GAWFR Table 5)



NOTE: Includes full-time and part-time filled salaried and wage positions. For this table, Criminal Justice Agencies include the Department of Corrections, State Police, and Probation and Parole Board.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2015-2016

Separation Rates by Union
Full-Time Salaried Employees
(GAWFR Table 27)

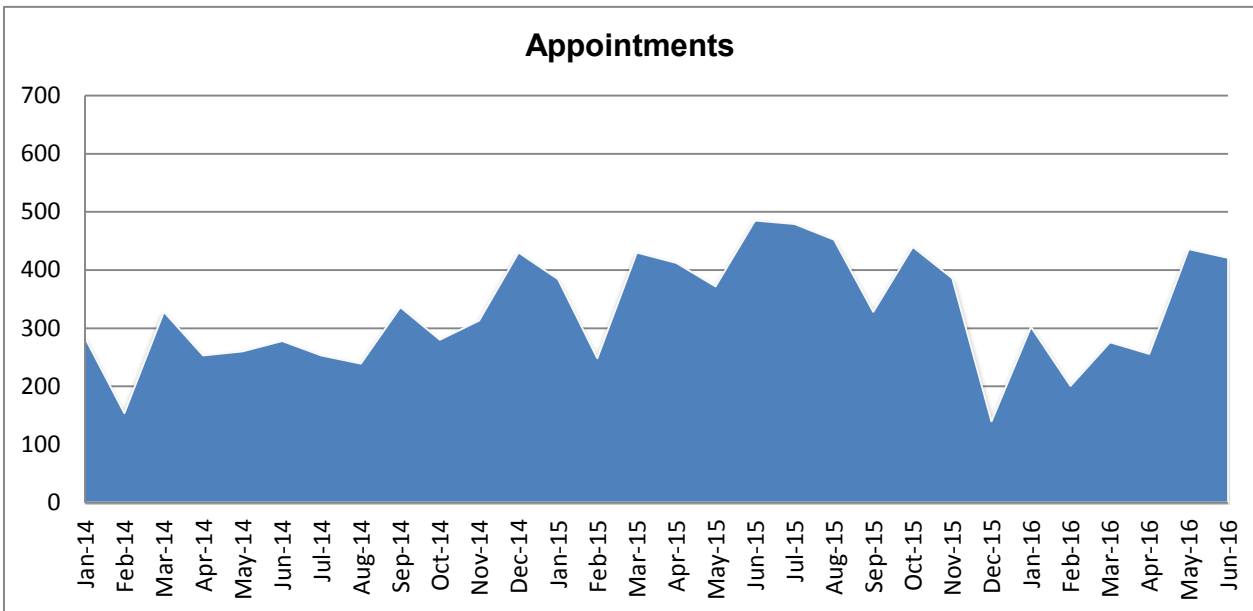
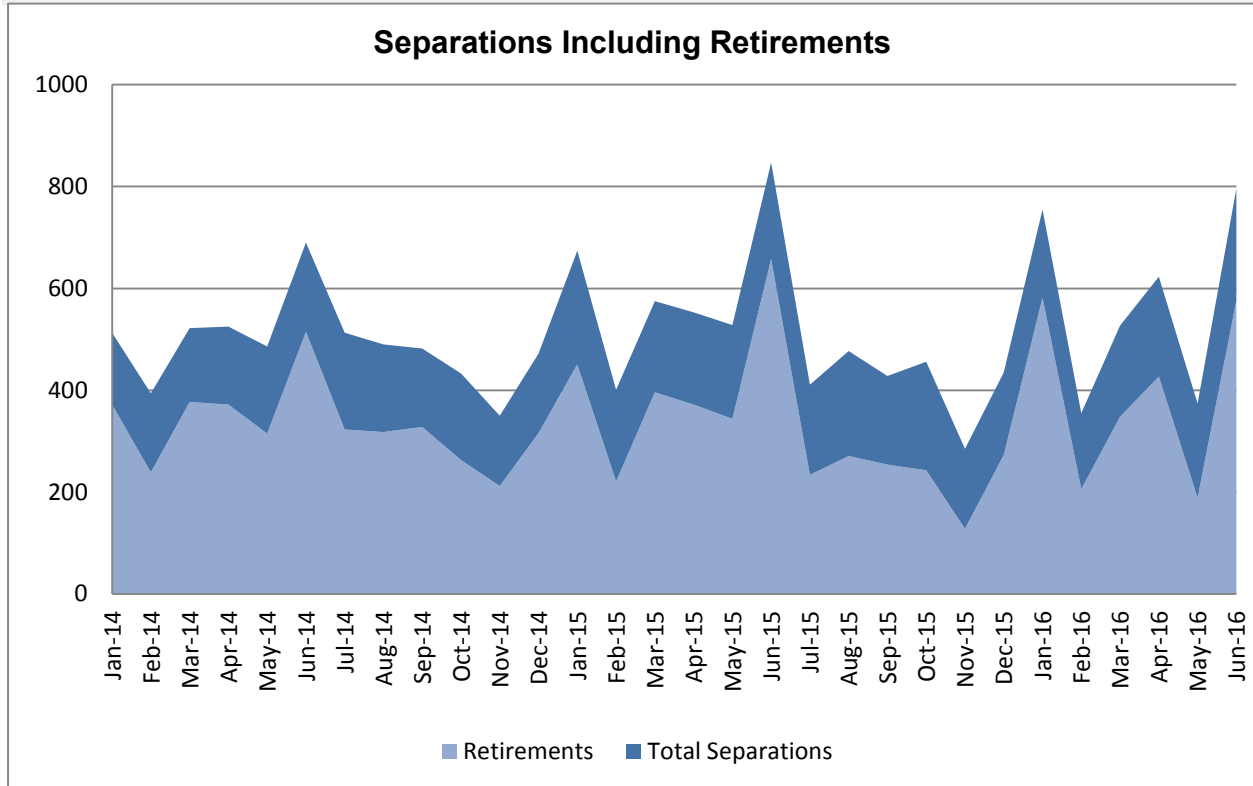
Union	Retirements		Resignations		Other Separations		Total Separations	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
AFSCME (Master Agreement/Memorandum)	1,530	5.1%	763	2.5%	264	0.9%	2,557	8.5%
-Clerical, Administrative and Fiscal units	401	4.3%	173	1.9%	56	0.6%	630	6.8%
-Maintenance and Trades units	440	5.6%	160	2.0%	57	0.7%	657	8.3%
-Human Services units	319	4.2%	228	3.0%	99	1.3%	646	8.6%
-Other AFSCME units	370	6.9%	202	3.8%	52	1.0%	624	11.6%
<i>* Average for employees in the four categories</i>								
PSCOA (corrections officers)	428	4.1%	185	1.8%	100	1.0%	713	6.9%
SEIU Local 668 (social workers)	432	4.6%	228	2.4%	78	0.8%	738	7.9%
PSTA (state police)	254	5.8%	7	0.2%	8	0.2%	269	6.2%
SEIU Healthcare PA (nurses, non-supervisory)	51	4.3%	81	6.8%	15	1.3%	147	12.3%
UFCW (liquor store clerks)	82	5.7%	57	4.0%	24	1.7%	163	11.3%
ISSU (liquor store managers)	35	5.0%	4	0.6%	7	1.0%	46	6.6%
CIVEA (corrections education teachers)	16	4.5%	5	1.4%	2	0.6%	23	6.5%
FOSCEP (educational and cultural)	17	6.0%	13	4.6%	1	0.4%	31	11.0%
OPEIU (nurse supervisors)	21	9.3%	7	3.1%	1	0.4%	29	12.9%
UGSOA (security officers)	11	6.2%	3	1.7%	5	2.8%	19	10.7%
PDA (physicians)	21	16.2%	3	2.3%	1	0.8%	25	19.2%
FOP (conservation officers)	6	2.2%	3	1.1%	3	1.1%	12	4.4%
FOP (Capitol police)	6	6.9%	6	6.9%		0.0%	12	13.8%
All Other Unions	15	4.7%	6	1.9%	1	0.3%	22	6.9%
Non-Union Employees	37	5.4%	5	0.7%	4	0.6%	46	6.8%
Management Employees	770	6.0%	232	1.8%	68	0.5%	1070	8.4%
COMMONWEALTH TOTAL	3,732	5.1%	1,608	2.2%	582	0.8%	5,922	8.1%

NOTE: The above table identifies specific unions representing 100 or more employees. Includes full-time, permanent salaried employees. Other separations include furloughs, involuntary separations, and deaths but exclude employees who have completed a temporary or emergency assignment and employees who were furloughed and later returned into the same or other agency. Data includes both rank-and-file and supervisory units unless otherwise noted.

COMMENTS: The highest separation rate in an individual group occurred among PDA (physicians) primarily due to retirements.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
January 2014 to June 2016
Full-Time Salaried Employees

Historical Appointments and Separation Trends
(GAWFR Table 32)

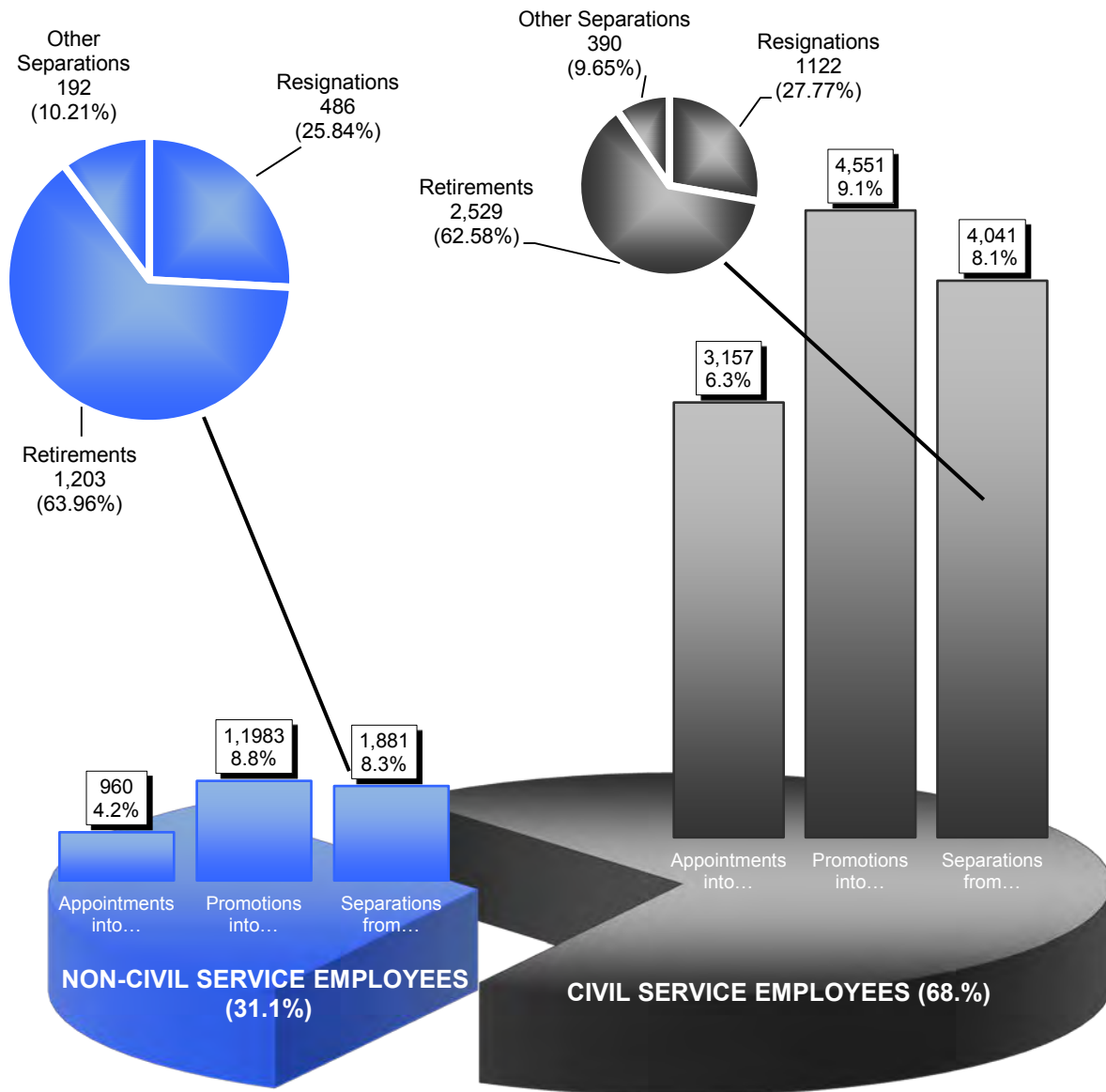


NOTE: Includes full-time permanent salaried employees. Appointments include employees returned from furlough.

COMMENTS: Over the previous two fiscal years the largest number of separations occurred in June 2015 (847) and was primarily due to retirements. The smallest number of retirements occurred in November 2015 (128). The largest number of appointments occurred in June 2015 (485).

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2016

Appointments, Separations, and Promotions by Civil Service/Non-Civil Service
Fiscal Year 2015-2016
Full-Time Salaried Employees
(GAWFR Table 33)



NOTE: Includes full-time permanent salaried employees. Appointments include employees returned from furlough. Other separations include furloughs, dismissals, and deaths. Civil service percents are taken from the average employment of civil service employees only. Non-civil service percents are taken from the average employment of non-civil service employees only. The numbers and rates of appointments, promotions, and separations were determined by the amount of each type of transaction processed during the year. Percentages found in the pie charts highlighting the breakdown of separations are calculated in relation to the total number of that service type's separations. Percentages found above bar graphs are calculated in relation to the total number of that service type's total number of employees.

COMMENTS: During fiscal year 2015-2016 the appointment and promotion rates for civil service employees were slightly higher than those for non-civil service employees, while the separation rate was slightly lower.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2015-2016
Full-Time Salaried Employees

Appointments by Class Title - Top 25
(GAWFR Table 37)

Class Title	Union	Type Service	Number of Appointments
Corrections Officer Trainee	PSCOA	C	872
Income Maintenance Caseworker	PSSU	C	492
Clerk Typist 2	AFSCME	B	240
Transportation Equipment Operator A	AFSCME	N	222
Registered Nurse	SEIU	C	194
Aide Trainee	AFSCME	C	75
Licensed Practical Nurse	AFSCME	C	67
Parole Agent 1	AFSCME	C	44
Disability Claims Adjudicator Trainee	PSSU	C	40
Civil Engineer Trainee	AFSCME	C	38
Forensic Security Employee Trainee	PSCOA	C	38
Custodial Worker 1	AFSCME	N	36
Police Communications Operator	AFSCME	N	35
Corrections Food Service Instructor	PSCOA	N	35
Driver License Examiner	AFSCME	C	34
Diesel and Construction Equipment Mechanic	AFSCME	B	34
Youth Development Aide	AFSCME	C	32
Clerk 2	AFSCME	B	31
Vocational Rehabilitation Counselor	PSSU	C	29
Food Service Worker 1	AFSCME	N	27
Revenue Tax Auditor Trainee	AFSCME	C	27
Early Learning Program Certification Representative	PSSU	C	27
Tax Account Collections Technician	AFSCME	N	27
Transportation Construction Inspector	AFSCME	C	26
Psychological Services Associate, Corrections	PSSU	C	24

NOTE: Includes all full-time permanent salaried employees. "C" indicates that positions in this class are civil service-covered, while "N" indicates that the class is non-civil service. "B" indicates that positions in this class may be either civil service or non-civil service depending upon duties.

COMMENTS: Appointments to the Corrections Officer Trainee class account for 21.2 percent of the appointments into salaried positions processed in fiscal year 2015-2016. Of these 25 class titles with the most appointments, 8 are also among the 25 most populous class titles.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2015-2016

Separations by Class Title - Top 25
Full-Time Salaried Employees
(GAWFR Table 38)

Class Title	Union	Type Service	Number of Separations
Corrections Officer 1	PSCOA	C	365
Income Maintenance Caseworker	PSSU	C	353
Clerk Typist 2	AFSCME	B	187
Transportation Equipment Operator B	AFSCME	N	165
Corrections Officer Trainee	PSCOA	C	149
State Police Trooper	PSTA	N	136
Residential Services Aide Manager	AFSCME	C	135
Transportation Equipment Operator A	AFSCME	N	135
Registered Nurse	SEIU	C	122
Liquor Store Clerk 1	UFCW	C	117
Licensed Practical Nurse	AFSCME	C	93
Clerk Typist 3	AFSCME	B	85
Nurse Aide	AFSCME	N	77
State Police Corporal	PSTA	N	71
Maintenance Repairman 2	AFSCME	B	67
Corrections Officer 2	PSCOA	C	67
Psychiatric Aide	AFSCME	C	63
Clerk 2	AFSCME	B	61
Custodial Worker 1	AFSCME	N	55
Clerk 3	AFSCME	B	49
Food Service Worker 1	AFSCME	N	49
Income Maintenance Casework Supervisor	PSSU	C	47
Diesel and Construction Equipment	AFSCME	B	45
Corrections Officer 3	MGMT	C	44
Youth Development Aide	AFSCME	C	44

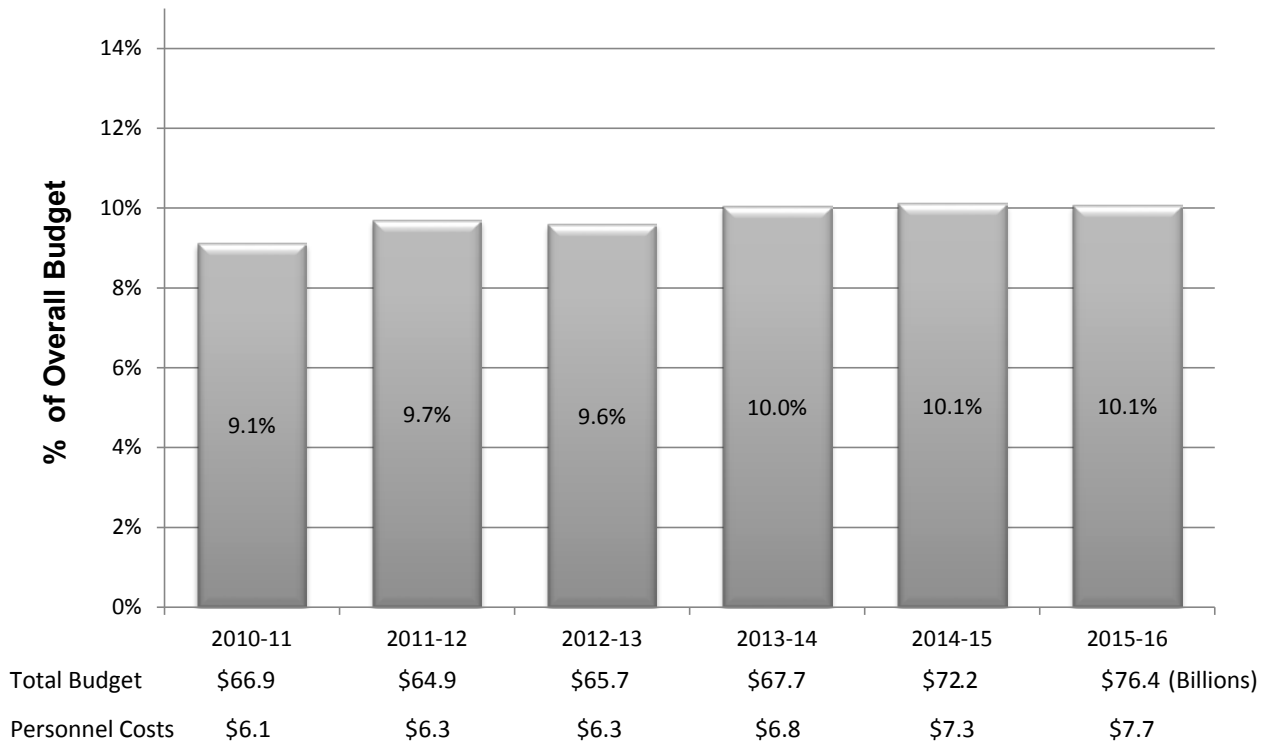
NOTE: Includes all full-time permanent salaried employees. "C" indicates that positions in this class are civil service-covered, while "N" indicates that the class is non-civil service. "B" indicates that positions in this class may be either civil service or non-civil service depending upon the duties.

COMMENTS: The Corrections Officer 1 class title had the most separations processed, 6.2 percent of the total in the top 25 category in fiscal year 2015-2016. Of the current 25 titles with the most separations, 21 are also among the 25 most populous class titles.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Personnel Costs (% of Budget)
Fiscal Years 2010-2011 to 2015-2016

Personnel Costs as a Percentage of Budget
(GAWFR Table 7)

Personnel Costs (% of Budget)



SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: The proposed budget consists of planned expenditures as documented on page B5 of the Governor's Executive Budget. Personnel costs are calculated using payroll and derived benefits costs for full-time permanent salaried employees. The wage payroll and overtime costs for salaried and wage employees are also included as personnel costs.

COMMENTS: The percentage of personnel costs to state budget this year remained unchanged from last year.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Personnel and Benefit Costs
Since Fiscal Year 2001-2002**

*Historical Average Per Employee State Paid Benefit Costs
(GAWFR Table 40)*

Fiscal Year	Payroll Average Total Salary	Benefits Total Average Benefits Costs	Benefits as a Percent of Average Total Salary
2001-02	\$41,405	\$13,111	31.7%
2002-03	\$43,112	\$13,328	30.9%
2003-04	\$42,749	\$16,307	38.1%
2004-05	\$42,504	\$17,739	41.7%
2005-06	\$43,553	\$19,353	44.5%
2006-07	\$45,286	\$20,927	46.20%
2007-08	\$46,113	\$21,677	47.0%
2008-09	\$47,821	\$22,657	47.4%
2009-10	\$49,082	\$24,912	50.8%
2010-11	\$50,598	\$25,228	49.9%
2011-12	\$50,229	\$26,276	52.3%
2012-13	\$51,439	\$29,499	57.4%
2013-14	\$51,432	\$33,590	65.3%
2014-15	\$53,924	\$38,829	72.0%
2015-16	\$53,843	\$43,360	80.5%

SOURCE: Bureau of Employee Benefits and Services, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). Salaries do not include overtime. State Employees Health Program and Retired Employees Health Program costs are based on agency contributions to the programs.

COMMENTS: Total benefit costs rose from an average of \$13,111 per employee in 2001-2002 to \$43,360 per employee in 2015-2016. Benefits as a percent of salary increased from 31.7 percent in 2001-2002 to 80.5 percent in 2015-2016.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Benefit Costs per Employee (1 of 2)
Fiscal Years 2001-2002 to 2015-2016

*Historical Average Per Employee State Paid Benefit Costs
(GAWFR Table 40)*

Percentages

Fiscal Year	State Employee Health Program	Retired Employees Health Program	Group Life Insurance	Retirement	Social Security and Medicare	Leave Payout	Workers' Comp	Unemp Comp	State Employee Assistance Program	Total Average Benefits Costs	Average Total Salary	Benefits as a Percent of Average Total Salary
2001-02	37.60%	26.86%	0.84%	1.71%	24.16%	0.00%	7.26%	1.58%		\$13,111	\$41,405	31.7%
2002-03	37.05%	26.87%	0.44%	3.46%	24.74%	0.00%	5.82%	1.62%		\$13,328	\$43,112	30.9%
2003-04	43.87%	25.59%	0.74%	2.80%	20.05%	0.00%	5.64%	1.31%		\$16,307	\$42,749	38.1%
2004-05	39.70%	30.08%	0.68%	4.86%	18.33%	0.00%	5.15%	1.20%		\$17,739	\$42,504	41.7%
2005-06	37.06%	32.34%	0.62%	6.79%	17.22%	0.00%	4.84%	1.13%		\$19,353	\$43,553	44.5%
2006-07	38.63%	29.91%	0.57%	8.70%	16.56%	0.00%	4.54%	1.08%		\$20,927	\$45,286	46.2%
2007-08	39.70%	28.87%	0.57%	8.51%	16.28%	0.00%	5.00%	1.07%		\$21,677	\$46,113	47.00%
2008-09	42.01%	27.63%	0.49%	8.44%	16.15%	0.00%	4.64%	0.63%		\$22,657	\$47,821	47.4%
2009-10	41.88%	25.12%	0.45%	7.88%	15.07%	3.75%	4.63%	1.22%		\$24,912	\$49,082	50.8%
2010-11	42.54%	23.10%	0.44%	10.03%	15.34%	2.81%	4.71%	1.02%		\$25,228	\$50,598	49.9%
2011-12	37.22%	23.82%	0.46%	15.29%	14.62%	3.06%	4.59%	0.86%	0.08%	\$26,277	\$50,229	52.3%
2012-13	34.48%	23.43%	0.41%	20.16%	13.34%	2.79%	4.53%	0.78%	0.08%	\$29,499	\$51,439	57.4%
2013-14	32.67%	23.45%	0.35%	24.54%	11.87%	2.64%	3.73%	0.70%	0.06%	\$33,972	\$52,655	64.4%
2014-15	30.56%	22.43%	0.30%	27.97%	10.62%	2.57%	4.86%	0.63%	0.05%	\$38,829	\$53,924	72.0%
2015-16	27.37%	25.14%	0.27%	30.29%	9.50%	2.48%	4.35%	0.56%	0.04%	\$43,360	\$53,843	80.5%

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Benefit Costs per Employee (2 of 2)
Fiscal Years 2001-2002 to 2015-2016

Historical Average Per Employee State Paid Benefit Costs
(GAWFR Table 40 - continued)

Dollars

Fiscal Year	State Employee Health Program	Retired Employees Health Program	Group Life Insurance	Retirement	Social Security and Medicare	Leave Payout	Workers' Comp	Unemp Comp	State Employee Assistance Program	Total Average Benefits Costs	Average Total Salary	Benefits as a Percent of Average Total Salary
2001-02	\$4,930	\$3,521	\$110	\$224	\$3,167	\$0	\$952	\$207		\$13,111	\$41,405	31.7%
2002-03	\$4,938	\$3,581	\$58	\$461	\$3,298	\$0	\$776	\$216		\$13,328	\$43,112	30.9%
2003-04	\$7,154	\$4,173	\$120	\$457	\$3,270	\$0	\$919	\$214		\$16,307	\$42,749	38.1%
2004-05	\$7,042	\$5,336	\$120	\$863	\$3,251	\$0	\$914	\$213		\$17,739	\$42,504	41.7%
2005-06	\$7,172	\$6,259	\$120	\$1,315	\$3,332	\$0	\$937	\$218		\$19,353	\$43,553	44.5%
2006-07	\$8,085	\$6,259	\$120	\$1,820	\$3,465	\$0	\$951	\$226		\$20,927	\$45,286	46.2%
2007-08	\$8,606	\$6,259	\$124	\$1,845	\$3,528	\$0	\$1,084	\$231		\$21,677	\$46,113	0.47
2008-09	\$9,519	\$6,259	\$112	\$1,913	\$3,658	\$0	\$1,052	\$143		\$22,657	\$47,821	47.4%
2009-10	\$10,432	\$6,259	\$112	\$1,963	\$3,755	\$933	\$1,153	\$304		\$24,912	\$49,082	50.8%
2010-11	\$10,732	\$5,827	\$112	\$2,530	\$3,871	\$708	\$1,189	\$258		\$25,228	\$50,598	49.9%
2011-12	\$9,780	\$6,259	\$122	\$4,018	\$3,842	\$804	\$1,205	\$226	\$20	\$26,277	\$50,229	52.3%
2012-13	\$10,171	\$6,911	\$122	\$5,948	\$3,935	\$823	\$1,337	\$231	\$20	\$29,499	\$51,439	57.4%
2013-14	\$11,084	\$7,954	\$118	\$8,327	\$4,028	\$895	\$1,264	\$237	\$20	\$33,927	\$52,655	64.4%
2014-15	\$11,866	\$8,711	\$118	\$10,861	\$4,125	\$998	\$1,887	\$243	\$20	\$38,829	\$53,924	72.0%
2015-16	\$11,866	\$10,901	\$118	\$13,132	\$4,119	\$1,077	\$1,885	\$242	\$20	\$43,360	\$53,843	80.5%

SOURCE: Bureau of Employee Benefits and Services, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). State Employees Health Program and Retired Employees Health Program costs are based on agency contributions to the programs.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Average Salary by Agency
July 2016

Agency Comparison of Average Salary
(GAWFR Table 39)

Agency	Average Salary
Aging	\$64,036
Agriculture	\$53,471
Banking and Securities	\$62,335
Civil Service Commission	\$58,041
Community and Economic Development	\$66,807
Conservation and Natural Resources	\$51,895
Corrections.	\$57,425
Drug and Alcohol Programs	\$59,144
Education	\$64,637
Emergency Management Agency.	\$57,248
Environmental Protection	\$61,453
Executive Offices.	\$63,343
Fish and Boat Commission	\$50,773
Game Commission.	\$51,595
General Services	\$49,866
Health.	\$60,886
Historical and Museum Commission	\$57,217
Human Services.	\$47,401
Insurance	\$66,259
Labor and Industry	\$51,883
Liquor Control Board	\$42,094
Military and Veterans Affairs	\$44,006
Milk Marketing Board	\$55,198
Municipal Retirement System	\$56,327
Probation and Parole Board	\$57,998
Public School Employees' Retirement System	\$68,051
Public Utility Commission	\$68,172
Revenue	\$53,236
State	\$53,970
State Employees' Retirement System	\$59,455
State Police	\$75,620
Transportation	\$46,441
COMMONWEALTH AVERAGE	\$53,837

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: As of July 2016, the highest average salary was in Pennsylvania State Police and the lowest was in the Liquor Control Board.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Average Compensation by Union
July 2016

Comparison of Average Annual Compensation by Union
Fiscal Year 2015-2016
(GAWFR Table 23)

Union	Average Annual Salary	Average Annual Benefit Costs	Average Total Annual Compensation	Average Annual Overtime Costs
AFSCME (Master Agreement/Memorandum)	\$42,901*	\$38,075*	\$80,976*	\$2,318*
-Clerical, Administrative, and Fiscal units	\$37,469	\$36,085	\$73,554	\$567
-Maintenance and Trades units	\$39,120	\$36,734	\$75,854	\$4,266
-Human Services units	\$37,387	\$35,995	\$73,382	\$3,603
-Other AFSCME units	\$53,594	\$42,031	\$95,625	\$1,531
<i>*Average for all employees in the four categories</i>				
ALES (liquor enforcement officers)	\$69,337	\$52,221	\$121,558	\$1,816
CBA (PUC attorneys)	\$85,545	\$54,290	\$139,835	\$0
CIVEA (corrections education teachers)	\$64,931	\$48,976	\$113,907	\$310
FOP (Capitol Police)	\$54,652	\$44,280	\$98,932	\$5,101
FOP (waterways conservation officers)	\$52,498	\$44,172	\$96,670	\$4,777
FOP (wildlife conservation officers)	\$55,521	\$43,322	\$98,843	\$5,406
FOSCEP (educational and cultural)	\$63,385	\$46,628	\$110,013	\$235
ISSU (liquor store managers)	\$46,362	\$40,428	\$86,790	\$1,734
OPEIU (nurse supervisors)	\$83,101	\$54,823	\$137,924	\$6,121
PDA (physicians)	\$126,999	\$70,441	\$197,440	\$23,681
PLEA (liquor enforcement officers)	\$50,872	\$42,775	\$93,647	\$875
PSCOA (corrections officers)	\$55,213	\$44,890	\$100,103	\$9,674
PSEA (non-tenured teachers)	\$67,330	\$48,126	\$115,456	\$0
PSRA (state park rangers)	\$52,247	\$44,567	\$96,814	\$2,572
PSTA (State Police)	\$86,270	\$81,982	\$168,252	\$5,587
SEIU Healthcare PA (nurses, non-supervisory)	\$68,963	\$48,158	\$117,121	\$6,381
SEIU Local 668 (social workers)	\$49,502	\$40,873	\$90,375	\$493
SEIU Local 668 (unemployment compensation referees)	\$73,885	\$51,007	\$124,892	\$6
UFCW (liquor store clerks)	\$31,220	\$34,620	\$65,840	\$1,559
UGSOA (security officers)	\$36,923	\$36,238	\$73,164	\$3,949
Non-Union Employees	\$66,273	\$48,028	\$114,301	\$1,848
Management Employees	\$69,870	\$49,276	\$119,146	\$849
COMMONWEALTH AVERAGE	\$53,843	\$43,360	\$97,203	\$3,139

SOURCE: Bureau of Employee Benefits and Services and Bureau of Classification and Pay, Office of Administration.

NOTE: Includes full-time, permanent salaried employees. Average total annual compensation includes salary and benefits; excludes overtime pay.

COMMENTS: The highest paid group of employees are those represented by the PDA physicians, earning an average of \$197,440 annually in pay and benefits. Union-represented employee groups are earning no less than an average of \$65,840 in total annual compensation. Because some benefits are calculated as a percentage of salary, benefit costs tend to be higher among higher-paid employees. Benefits costs range from \$34,620 for UFCW liquor store clerks to \$81,982 for PSTA.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2016

Overtime Costs by Agency
Fiscal Years 2011-2012 to 2015-2016
(GAWFR Tables 42a and 42b)

a. Average Overtime Expenditure Per Employee					
AGENCY	2011-12	2012-13	2013-14	2014-15	2015-16
Corrections	\$3,921	\$4,701	\$5,371	\$7,174	\$6,732
State Police	\$4,729	\$4,255	\$4,160	\$5,180	\$4,178
Transportation	\$3,591	\$4,011	\$4,465	\$4,945	\$4,032
Emergency Management Agency	\$6,624	\$3,753	\$3,848	\$2,907	\$2,640
Human Services	\$1,910	\$1,680	\$1,921	\$2,149	\$2,249
Conservation and Natural Resources	\$1,549	\$1,900	\$1,634	\$1,820	\$2,102
Game Commission	\$1,742	\$2,035	\$2,565	\$2,809	\$2,065
Fish and Boat Commission	\$1,735	\$1,739	\$1,743	\$1,853	\$1,948
Probation and Parole Board	\$1,480	\$2,030	\$2,623	\$2,521	\$1,554
Agriculture	\$1,064	\$1,103	\$1,379	\$1,229	\$1,516
General Services	\$1,152	\$1,352	\$1,189	\$1,151	\$1,365
Liquor Control Board	\$1,978	\$1,455	\$1,377	\$1,303	\$1,348
Military and Veterans Affairs	\$1,902	\$1,636	\$1,453	\$1,507	\$1,340
Infrastructure Investment Authority	\$1,913	\$1,855	\$1,512	\$1,176	\$1,088
Lieutenant Governor's Office	\$0	\$0	\$0	\$0	\$983
Insurance	\$260	\$34	\$46	\$770	\$979
Public School Employees' Retirement System	\$2,204	\$1,586	\$1,402	\$1,067	\$969
Labor and Industry	\$1,551	\$575	\$639	\$520	\$752
Public Utility Commission	\$374	\$438	\$651	\$780	\$702
Health	\$632	\$623	\$563	\$383	\$667
All Other Agencies	\$169	\$151	\$138	\$181	\$151
COMMONWEALTH AVERAGE	\$2,514	\$2,572	\$2,847	\$3,407	\$3,139

b. Total Overtime Expenditure Per Agency					
AGENCY	2011-12	2012-13	2013-14	2014-15	2015-16
Corrections	\$59,496,297	\$70,318,988	\$79,820,173	\$104,551,810	\$100,566,664
Transportation	\$41,037,030	\$45,993,410	\$51,215,022	\$56,059,833	\$45,452,322
Human Services	\$30,452,998	\$26,096,692	\$29,825,385	\$33,828,416	\$35,996,275
State Police	\$28,006,639	\$25,210,447	\$25,184,377	\$32,353,670	\$26,448,025
Liquor Control Board	\$6,006,181	\$4,447,343	\$4,174,976	\$3,971,504	\$4,109,750
Labor and Industry	\$8,036,527	\$2,914,650	\$3,035,686	\$2,435,889	\$3,409,049
Military and Veterans Affairs	\$4,314,130	\$3,552,361	\$3,193,100	\$3,322,644	\$2,996,947
Conservation and Natural Resources	\$2,007,464	\$2,466,619	\$2,162,762	\$2,444,516	\$2,776,960
Probation and Parole Board	\$1,602,711	\$2,324,242	\$3,042,638	\$2,967,211	\$1,863,548
Game Commission	\$1,243,446	\$1,473,181	\$1,887,691	\$2,058,957	\$1,461,785
General Services	\$1,140,421	\$1,274,472	\$1,103,101	\$1,040,472	\$1,179,221
Agriculture	\$640,469	\$667,122	\$817,882	\$731,017	\$900,385
Fish and Boat Commission	\$700,849	\$681,599	\$676,163	\$702,421	\$749,916
Health	\$837,936	\$764,765	\$640,247	\$424,193	\$742,064
Emergency Management Agency	\$1,033,395	\$615,555	\$665,765	\$537,768	\$491,099
Public Utility Commission	\$173,444	\$202,283	\$301,906	\$353,329	\$322,222
Public School Employees' Retirement System	\$639,151	\$471,018	\$405,298	\$302,934	\$272,312
Insurance	\$70,713	\$8,569	\$11,552	\$185,636	\$221,146
Infrastructure Investment Authority	\$51,656	\$48,240	\$42,336	\$32,925	\$29,373
Lieutenant Governor's Office	\$0	\$0	\$0	\$0	\$7,864
All Other Agencies	\$1,443,314	\$1,274,649	\$1,122,408	\$1,454,286	\$1,188,996
COMMONWEALTH AVERAGE	\$188,934,771	\$190,806,205	\$209,328,468	\$249,759,431	\$231,185,923

SOURCE/NOTE: Office of Administration, Salary and Time Administration Division. Averages are based on full-time permanent salaried and wage employees. Agencies listed are those using more than an average of \$500 per employee in fiscal year 2015-2016 in overtime.

COMMENTS: Total overtime costs in fiscal year 2015-16 decreased by 7.4% from the previous year. Overtime hours and expenditures in the Lieutenant Governor's Office are attributed to the Board of Pardons.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Fiscal Year 2015-2016

Average Paid Leave Days and Costs Usage Per Employee by Union
(GAWFR Table 24)

Union	Annual Leave Usage		Sick Leave Usage		Total Paid Leave Usage (Annual, Sick, Other Paid Leaves and Holidays)	
	Days	Costs	Days	Costs	Days	Costs
AFSCME (Master Agreement/Memorandum)	14.0*	\$2,415*	9.6*	\$1,623*	40.7*	\$6,759*
- Clerical, Administrative, and Fiscal units	14.7	\$2,419	9.9	\$1,573	40.6	\$6,495
- Maintenance and Trades units	14.1	\$2,221	10.0	\$1,547	40.5	\$6,220
- Human Services units	12.6	\$1,852	10.0	\$1,415	43.0	\$6,042
*Average for all employees in the three categories						
PSCOA (corrections officers)**	22.8	\$5,084	5.2	\$1,254	50.2	\$11,101
SEIU Local 668 (social workers)	14.4	\$2,858	10.6	\$2,028	42.9	\$8,296
PSTA (state police)	14.6	\$5,168	3.3	\$1,116	35.8	\$12,257
SEIU Healthcare PA (nurses, non-supervisory)	13.6	\$3,685	9.4	\$2,515	45.4	\$11,927
UFCW (liquor store clerks)	12.3	\$1,579	8.8	\$1,083	34.7	\$4,310
ISSU (liquor store managers)	15.6	\$2,862	8.6	\$1,561	37.9	\$6,891
CIVEA (corrections education teachers)	14.3	\$3,216	10.2	\$2,290	46.1	\$10,105
FOSCEP (educational and cultural)	14.6	\$3,690	9.2	\$2,263	40.6	\$10,010
OPEIU (nurses, supervisory)	16.8	\$5,449	12.2	\$3,942	48.5	\$15,609
UGSOA (security officers)	13.5	\$1,998	9.0	\$1,283	37.1	\$5,325
PDA (physicians)	16.6	\$7,894	10.5	\$4,882	48.5	\$22,924
FOP (wildlife conservation officers)	13.7	\$3,147	4.6	\$1,032	33.7	\$7,440
PLEA (liquor enforcement officers)	12.3	\$2,506	7.9	\$1,595	37.1	\$7,367
Non-Union Employees	17.9	\$4,718	9.0	\$2,298	43.4	\$11,218
Management Employees	16.0	\$4,452	9.2	\$2,439	41.9	\$11,372
COMMONWEALTH AVERAGE	15.7	\$3,343	8.4	\$1,764	41.8	\$8,806

SOURCE/NOTE: SAP Wage Type report of payments made and SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Unions representing fewer than 100 employees are not listed. "Other Paid Leaves" include personal, work-related disability, compensatory, administrative, civil, military, educational, and stress leave. Holidays include 11 holidays except for liquor store clerks, liquor store managers, security officers, game conservation officers, nurses, and physicians (10 holidays) and state police (12 holidays). Data includes both rank-and-file and supervisory staff unless otherwise noted.

**This bargaining unit has combined leave, and only sick leave use of more than five consecutive days is recorded as sick leave.

COMMENTS: The lowest average sick leave use was noted in the PSTA (state police) at 3.3 days per employee. The highest average sick leave use was noted in OPEIU (nurses) at 12.2 days per employee. The lowest average of total paid leave use was noted in FOP (wildlife conservation officers) at 33.7 days per employee. The highest average of total paid leave use was noted in PSCOA (corrections officers) at 50.2 days per employee.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2016**

*Overtime Hours by Agency
5-Year Comparison
Fiscal Years 2011-2012 to 2015-2016
(GAWFR Tables 41a and 41b)*

a. Average Overtime Hours Per Employee						
AGENCY	2011-12	2012-13	2013-14	2014-15	2015-16	2015-16 Rank
Corrections	128	142	157	195	182	1
Transportation	130	144	156	167	137	2
State Police	95	87	82	98	81	3
Human Services	71	64	70	76	79	4
Emergency Management Agency	193	114	114	83	76	5
Conservation and Natural Resources	59	71	62	67	73	6
Military and Veterans Affairs	91	82	77	78	71	7
Game Commission	60	69	83	90	67	8
Fish and Boat Commission	69	69	64	66	67	8
Liquor Control Board	85	62	59	56	59	10
Agriculture	44	45	54	46	57	11
General Services	38	43	40	37	45	12
Probation and Parole Board	40	53	67	63	41	13
Infrastructure Investment Authority	63	60	49	36	33	14
Public School Employees' Retirement System	69	51	46	33	31	15
Lieutenant Governor's Office	0	0	0	0	28	16
Insurance	8	1	1	18	23	17
Labor and Industry	56	20	23	16	23	17
Public Utility Commission	11	13	20	23	20	19
Health	19	21	19	12	17	20
All Other Agencies	7	7	6	7	7	
COMMONWEALTH AVERAGE	84	83	90	101	93	

b. Total Overtime Hours Per Agency						
AGENCY	2011-12	2012-13	2013-14	2014-15	2015-16	
Corrections	1,940,040	2,129,860	2,337,197	2,844,011	2,720,995	
Transportation	1,488,394	1,656,112	1,784,239	1,898,098	1,549,186	
Human Services	1,135,825	987,394	1,092,078	1,198,482	1,261,690	
State Police	560,882	513,459	494,789	609,623	511,787	
Liquor Control Board	257,132	190,295	177,574	170,113	179,683	
Military and Veterans Affairs	206,366	178,995	169,979	172,141	158,995	
Labor and Industry	292,614	103,593	109,723	74,111	102,214	
Conservation and Natural Resources	76,784	92,702	82,092	90,649	96,311	
Probation and Parole Board	43,462	61,058	77,727	73,767	49,219	
Game Commission	43,137	49,902	61,259	65,710	47,476	
General Services	37,544	40,696	36,928	33,839	39,026	
Agriculture	26,311	27,000	31,858	27,430	33,861	
Fish and Boat Commission	27,914	27,151	24,752	24,984	25,757	
Health	24,722	26,121	21,513	13,272	19,336	
Emergency Management Agency	30,134	18,655	19,771	15,396	14,044	
Public Utility Commission	5,080	6,010	9,169	10,452	9,037	
Public School Employees' Retirement System	19,924	15,196	13,358	9,409	8,647	
Insurance	2,058	268	329	4,221	5,247	
Infrastructure Investment Authority	1,689	1,550	1,377	1,018	899	
Lieutenant Governor's Office	0	0	0	0	222	
All Other Agencies	59,623	55,306	50,099	58,512	51,774	
COMMONWEALTH AVERAGE	6,279,635	6,181,323	6,595,811	7,395,238	6,885,406	

SOURCE/NOTE: Office of Administration, Salary and Time Administration Division. Averages are based on full-time permanent salaried and wage employees. Agencies listed are those using more than an average of \$500 per employee in fiscal year 2015-2016 in overtime.

COMMENTS: Total overtime hours in fiscal year 2015-16 decreased by 6.9% from the previous year. The Department of Corrections utilized the most overtime hours in fiscal year 2015-16, a 4.3% decrease from 2014-15. Overtime hours and expenditures in the Lieutenant Governor's Office are attributed to the Board of Pardons.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2016**

*Average Sick Leave Use and Costs Per Employee by Agency
Fiscal Years 2011-2012 to 2015-2016
(GAWFR Table 43)*

Agency	Sick Leave Days					Sick Leave Costs				
	11-12	12-13	13-14	14-15	15-16	11-12	12-13	13-14	14-15	15-16
Aging	11.3	10.4	9.9	10.1	10.1	\$2,740	\$2,296	\$2,375	\$2,501	\$2,472
Agriculture	8.8	9.3	9.3	8.4	8.8	\$1,552	\$1,712	\$1,723	\$1,630	\$1,621
Banking & Securities	9.5	9.3	9.0	9.1	8.7	\$2,086	\$2,078	\$2,098	\$2,153	\$2,064
Civil Service Commission	10.2	11.4	10.5	10.8	10.1	\$1,987	\$2,258	\$2,163	\$2,493	\$2,269
Community and Economic Development	8.5	9.3	8.9	8.9	8.7	\$1,858	\$2,048	\$1,945	\$2,078	\$2,067
Conservation and Natural Resources	8.4	8.6	8.6	8.9	8.7	\$1,540	\$1,578	\$1,583	\$1,728	\$1,831
Corrections*	6.5	6.8	7.2	6.9	6.9	\$1,390	\$1,510	\$1,655	\$1,628	\$1,668
Drug and Alcohol Programs	-	9.9	11.0	9.0	9.5	-	\$2,073	\$2,389	\$1,987	\$2,169
Education	10.3	9.7	9.6	9.5	9.4	\$2,253	\$2,173	\$2,389	\$2,265	\$2,298
Emergency Management Agency	8.3	7.5	9.6	7.3	7.7	\$1,675	\$1,520	\$2,178	\$1,528	\$1,623
Environmental Protection	8.9	9.1	8.3	8.8	8.8	\$1,945	\$2,020	\$1,652	\$2,060	\$2,077
Executive Offices	9.0	9.7	9.0	9.2	11.9	\$1,927	\$2,084	\$2,021	\$2,136	\$2,212
Fish and Boat Commission	8.1	7.6	8.9	9.0	9.3	\$1,427	\$1,348	\$1,971	\$1,763	\$1,530
Game Commission	7.1	8.1	7.0	7.2	7.1	\$1,302	\$1,501	\$1,292	\$1,392	\$1,341
General Services	10.8	9.8	7.6	9.8	9.8	\$1,900	\$1,753	\$1,436	\$1,853	\$1,968
Health	9.9	10.0	9.6	9.2	8.9	\$2,094	\$2,142	\$1,747	\$2,134	\$2,056
Historical and Museum Commission	8.7	8.9	9.8	8.0	8.8	\$1,656	\$1,751	\$2,222	\$1,528	\$1,753
Human Services	10.7	10.5	9.5	10.2	9.2	\$1,864	\$1,857	\$2,303	\$1,879	\$2,128
Insurance	9.1	9.0	8.4	9.3	9.9	\$2,005	\$2,098	\$1,734	\$2,154	\$1,967
Labor and Industry	10.2	10.3	9.3	9.9	8.6	\$1,859	\$1,889	\$2,140	\$1,947	\$1,399
Liquor Control Board	9.4	9.3	10.2	8.0	9.4	\$1,455	\$1,462	\$1,908	\$1,319	\$2,290
Military and Veterans Affairs	11.0	10.6	8.8	9.4	10.5	\$1,686	\$1,684	\$1,437	\$1,527	\$2,545
Milk Marketing Board	7.4	8.1	9.5	8.8	10.3	\$1,623	\$1,742	\$1,514	\$2,047	\$2,037
Municipal Retirement System	10.8	10.4	11.4	7.8	9.1	\$1,935	\$1,797	\$2,417	\$1,509	\$2,139
Probation and Parole Board	8.4	9.0	11.0	8.9	9.4	\$1,755	\$1,867	\$1,977	\$1,995	\$2,376
Public School Employees' Retirement System	9.7	9.1	8.6	8.9	9.5	\$2,073	\$2,034	\$1,852	\$2,243	\$2,477
Public Utility Commission	9.4	9.4	9.5	8.8	10.0	\$2,243	\$2,198	\$2,340	\$2,260	\$1,914
Revenue	10.2	10.1	10.2	9.8	9.9	\$1,895	\$1,888	\$1,827	\$1,998	\$2,047
State	10.4	10.0	10.1	9.8	9.0	\$1,999	\$1,946	\$2,005	\$2,023	\$1,820
State Employees' Retirement System	8.1	8.0	8.2	8.3	8.6	\$1,611	\$1,663	\$1,900	\$1,909	\$2,002
State Police	5.1	5.0	5.1	4.8	4.7	\$1,299	\$1,278	\$1,301	\$1,248	\$1,257
Transportation	9.5	9.4	9.5	9.4	9.3	\$1,553	\$1,564	\$1,600	\$1,663	\$1,709
COMMONWEALTH AVERAGE	8.8	8.8	8.7	8.6	8.4	\$1,658	\$1,687	\$1,707	\$1,740	\$1,764

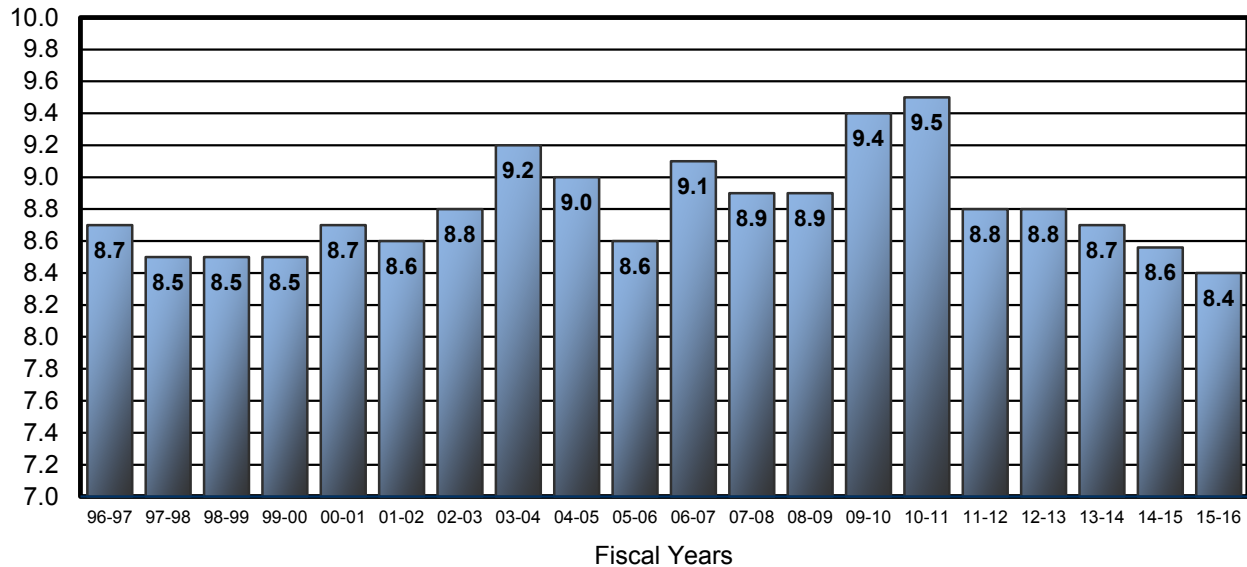
SOURCE/NOTE: SAP Wage Type reports of payments made and SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Sick leave includes paid leave for personal and family illness, bereavement, work-related injury, and long-term illness for corrections officers. Most union covered employees earn 11 sick days per leave calendar year. *Department of Corrections has a combined leave program for corrections officers whereby only sick leave use of more than five consecutive days is recorded as sick leave.

COMMENTS: The average sick leave use for the Commonwealth decreased from the prior year. The lowest sick leave use during fiscal year 2015-2016 occurred in State Police (4.7 days); the highest usage occurred in the Executive Offices (11.9 days).

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2016

Historical Average Sick Leave Use
Fiscal Year 1996-1997 to Fiscal Year 2015-2016
(GAWFR Table 44)

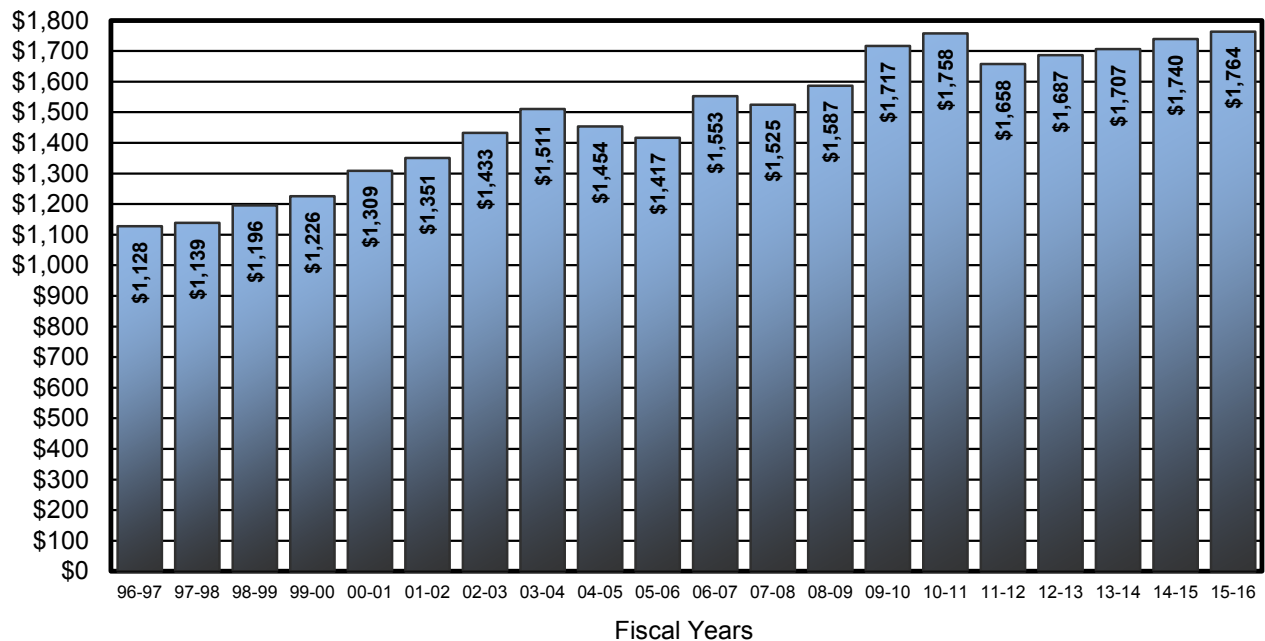
DAYS PER EMPLOYEE



SOURCE/NOTE: SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Effective the beginning of the 2012 leave calendar year, the number of sick days employees are eligible to earn was reduced from 13 days to 11 days for most unions.

COMMENTS: Average sick leave usage in fiscal year 2015-2016 decreased from the prior year.

COST PER EMPLOYEE



SOURCE/NOTE: Same as above. Leave costs are determined by multiplying the amount of leave used by the salary of each employee at the time of use divided by the average hours in a day.

COMMENTS: The average sick leave cost per employee in fiscal year 2015-2016 increased from the prior year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Employment by Agency
July 2016

Civil Service/Non-Civil Service Filled Salaried Positions by Agency
(GAWFR Table 8)

Agency	Civil Service		Non-Civil Service		Totals
	Number	Percent	Number	Percent	
Aging	73	78.5%	20	21.5%	93
Agriculture	269	49.2%	278	50.8%	547
Banking and Securities	163	85.3%	28	14.7%	191
Civil Service Commission	88	93.6%	6	6.4%	94
Community and Economic Development	27	9.9%	247	90.2%	274
Conservation and Natural Resources	1,246	97.6%	31	2.4%	1,277
Corrections	12,490	82.5%	2,642	17.5%	15,132
Drug and Alcohol Programs	58	86.6%	9	13.4%	67
Education	385	88.7%	49	11.3%	434
Emergency Management Agency	161	89.0%	20	11.1%	181
Environmental Protection	2,224	94.3%	135	5.7%	2,359
Executive Offices	714	45.9%	841	54.1%	1,555
Fish and Boat Commission	268	71.9%	105	28.2%	373
Game Commission	363	54.5%	303	45.5%	666
General Services	226	27.1%	607	72.9%	833
Health	1,054	94.9%	57	5.1%	1,111
Historical and Museum Commission	74	41.1%	106	58.9%	180
Human Services	15,305	95.9%	663	4.2%	15,968
Insurance	180	83.7%	35	16.3%	215
Labor and Industry	4,063	90.3%	438	9.7%	4,501
Liquor Control Board	2,994	98.3%	51	1.7%	3,045
Military and Veterans Affairs	566	27.0%	1,527	73.0%	2,093
Milk Marketing Board	12	54.6%	10	45.5%	22
Municipal Retirement System	21	84.0%	4	16.0%	25
Probation and Parole Board	1,190	96.5%	43	3.5%	1,233
Public School Employees' Retirement System	232	82.0%	51	18.0%	283
Public Utility Commission	373	81.1%	87	18.9%	460
Revenue	480	26.1%	1,356	73.9%	1,836
State	277	60.2%	183	39.8%	460
State Employees' Retirement System	138	84.2%	26	15.9%	164
State Police	356	5.9%	5,720	94.1%	6,076
Transportation	4,176	37.2%	7,060	62.8%	11,236
COMMONWEALTH TOTAL	50,246	68.8%	22,738	31.2%	72,984

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time and part-time filled salaried positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: The percentage of civil service positions increased by 0.3% from the previous year and non-civil service positions decreased by 0.3% from the previous year. The Departments of Human Services, Corrections, and Labor and Industry employ nearly two-thirds of all civil service workers. The Departments of Transportation and State Police employ over half of all non-civil service workers.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Hires and Separations
Fiscal Year 2015 - 2016

Hires and Separations
(GAWFR Table - None)

Agency	Separations	Hires	Net Change
Aging	9	4	-5
Agriculture	38	26	-12
Banking and Securities	25	13	-12
Civil Service Commission	6	2	-4
Community and Economic Development	33	17	-16
Conservation and Natural Resources	87	16	-71
Corrections	1,123	1,239	116
Drug and Alcohol Programs	9	11	2
Education	37	20	-17
Emergency Management Agency	13	8	-5
Environmental Protection	155	59	-96
Executive Offices	140	87	-53
Fish and Boat Commission	25	21	-4
Game Commission	32	5	-27
General Services	88	29	-59
Health	114	80	-34
Historical and Museum Commission	13	5	-8
Human Services	1,451	1,211	-240
Insurance	23	13	-10
Labor and Industry	403	246	-157
Liquor Control Board	276	28	-248
Military and Veterans Affairs	261	106	-155
Milk Marketing Board	0	0	0
Municipal Retirement System	3	1	-2
Probation and Parole Board	75	68	-7
Public School Employees' Retirement System	30	16	-14
Public Utility Commission	36	18	-18
Revenue	154	93	-61
State	32	34	2
State Employees' Retirement System	21	6	-15
State Police	364	94	-270
Transportation	846	541	-305
COMMONWEALTH TOTALS	5,922	4,117	-1,805

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. The "Hires" column includes regular appointments, reinstatements from resignation, and reinstatements from adjudication, but excludes returns from furlough. Excludes Intermittent Liquor Store Clerks and Pennsylvania State Police cadets appointed during fiscal year 2015-2016, since these employees are hired in wage positions and then upon promotion become salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of The Budget and the Pennsylvania Human Relations Commission.

COMMENTS: This fiscal year 5,922 employees separated and 4,117 were hired for a net decrease of 1,805 employees as compared to a net decrease of 2,136 employees for the previous year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Separation Trends
Fiscal Years 2000-2001 to 2015-2016

Historical Trend of Commonwealth Separations
(GAWFR Table 28)

Fiscal Year		Retirements	Resignations	Furloughs	Other Separations	Total Separations
2000-2001	Number	1,935	1,393	30	555	3,913
	Rate	2.4%	1.8%	0.0%	0.7%	4.9%
2001-2002	Number	3,890	1,117	44	583	5,634
	Rate	4.9%	1.4%	0.1%	0.7%	7.1%
2002-2003	Number	4,484	1,201	4	610	6,299
	Rate	5.7%	1.5%	0.0%	0.8%	8.1%
2003-2004	Number	6,153	1,351	5	540	8,049
	Rate	8.1%	1.8%	0.0%	0.7%	10.6%
2004-2005	Number	4,269	1,652	29	584	6,534
	Rate	5.6%	2.2%	0.0%	8.0%	8.5%
2005-2006	Number	2,040	1,714	2	591	4,347
	Rate	3.3%	2.2%	0.0%	0.8%	5.5%
2006-2007	Number	6,581	1,714	0	591	8,886
	Rate	8.6%	2.2%	0.0%	0.8%	11.6%
2007-2008	Number	2,522	1,729	0	628	4,879
	Rate	3.3%	2.2%	0.0%	0.8%	6.3%
2008-2009	Number	2,750	1,286	135	574	4,745
	Rate	3.6%	1.7%	0.2%	0.7%	6.2%
2009-2010	Number	3,274	1,098	349	596	5,317
	Rate	4.3%	1.4%	0.5%	0.7%	7.0%
2010-2011	Number	5,095	1,246	111	573	7,025
	Rate	6.9%	1.7%	0.2%	0.8%	9.5%
2011-2012	Number	2,887	1,224	32	496	4,639
	Rate	3.9%	1.6%	0.0%	0.7%	6.2%
2012-2013	Number	3,815	1,312	228	530	5,885
	Rate	5.3%	1.8%	0.3%	0.7%	8.1%
2013-2014	Number	3,770	1,273	16	532	5,591
	Rate	5.2%	1.8%	0.0%	0.7%	7.7%
2014-2015	Number	4,215	1,464	1	638	6,318
	Rate	5.8%	2.0%	0.0%	0.9%	8.7%
2015-2016	Number	3,732	1,608	0	582	5,922
	Rate	5.1%	2.2%	0.0%	0.8%	8.1%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Excludes inter-agency transfers and temporary or emergency employees. Other separations include dismissals and deaths. Excludes employee reinstatements to the same or other agency.

COMMENTS: The commonwealth's overall separation rate decreased slightly compared to the previous fiscal year, primarily due to a decrease in the number of retirements and other separations.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Leave Usage - Paid
Fiscal Year 2015 - 2016

Total Paid Leave Days and Cost Per Employee
(GAWFR Table 45)

Agency	Annual Avg Days	Annual Avg Cost	Holiday Avg Days	Holiday Avg Cost	Sick Avg Days	Sick Avg Cost	Personal Avg Days	Personal Avg Cost	Other Avg Days	Other Avg Cost
Commonwealth Average	15.7	\$3,343	10.2	\$2,127	8.4	\$1,764	3.3	\$668	4.2	\$856
Aging	14.6	\$3,670	10.7	\$2,612	10.1	\$2,472	3.7	\$888	0.4	\$79
Agriculture	13.6	\$2,694	10.2	\$2,267	8.8	\$1,621	3.7	\$706	1.5	\$258
Banking and Securities	13.4	\$3,347	11.1	\$2,658	8.7	\$2,064	3.9	\$944	0.3	\$56
Civil Service Commission	17.4	\$4,151	11.0	\$2,473	10.1	\$2,269	4.0	\$893	0.5	\$102
Community and Economic Development	14.1	\$3,585	10.9	\$2,722	8.7	\$2,067	3.6	\$881	0.4	\$94
Conservation and Natural Resources	15.6	\$3,215	10.8	\$2,126	8.7	\$1,831	4.2	\$936	2.0	\$360
Corrections	20.3	\$4,633	9.8	\$2,180	6.9	\$1,668	1.6	\$308	10.2	\$2,261
Drug and Alcohol Programs	13.5	\$3,137	11.1	\$2,500	9.5	\$2,176	3.6	\$818	0.6	\$131
Education	15.0	\$3,758	10.9	\$2,671	9.4	\$2,298	3.7	\$901	0.6	\$139
Emergency Management Agency	12.3	\$2,688	10.9	\$2,328	7.7	\$1,623	3.8	\$810	3.4	\$703
Environmental Protection	15.9	\$3,954	10.9	\$2,563	8.8	\$2,077	3.8	\$907	0.4	\$85
Executive Offices	14.9	\$3,694	10.7	\$2,552	11.9	\$2,212	3.8	\$885	0.7	\$169
Fish and Boat Commission	14.6	\$3,006	10.4	\$1,965	9.3	\$1,530	3.8	\$733	4.1	\$769
Game Commission	14.7	\$3,040	10.4	\$2,006	7.1	\$1,341	4.2	\$818	1.1	\$219
General Services	15.3	\$3,010	10.6	\$2,029	9.8	\$1,968	3.8	\$731	1.7	\$331
Health	14.1	\$3,426	10.7	\$2,479	8.9	\$2,056	3.9	\$905	0.8	\$204
Historical and Museum Commission	15.3	\$3,312	10.9	\$2,284	8.8	\$1,753	3.7	\$790	3.5	\$741
Human Services	14.2	\$3,677	11.1	\$2,767	9.2	\$2,124	3.7	\$925	0.4	\$110
Insurance	14.9	\$3,180	10.8	\$2,138	9.9	\$1,967	3.8	\$803	2.6	\$524
Labor and Industry	14.0	\$2,446	9.1	\$1,495	8.6	\$1,399	4.4	\$716	0.3	\$46
Liquor Control Board	12.4	\$2,082	9.7	\$1,552	9.4	\$2,290	3.6	\$584	0.9	\$156
Military and Veterans Affairs	18.2	\$4,245	11.0	\$2,517	10.5	\$2,545	4.0	\$875	2.5	\$493
Milk Marketing Board	14.9	\$3,030	11.2	\$2,399	10.3	\$2,037	3.9	\$768	0.0	\$5
Municipal Retirement System	13.8	\$3,192	10.4	\$2,300	9.1	\$2,139	3.8	\$844	4.8	\$1,110
Probation and Parole Board	16.4	\$4,698	10.9	\$2,876	9.4	\$2,376	3.9	\$1,022	0.5	\$107
Public School Employees' Retirement System	15.8	\$4,358	10.9	\$2,851	9.5	\$2,477	3.9	\$1,008	1.0	\$222
Public Utility Commission	14.2	\$2,711	10.2	\$1,858	10.0	\$1,914	3.7	\$662	5.8	\$933
Revenue	14.9	\$3,189	10.9	\$2,197	9.9	\$2,047	3.8	\$772	0.4	\$75
State	13.5	\$2,809	10.8	\$2,577	9.0	\$1,820	3.4	\$682	2.0	\$416
State Employees' Retirement System	14.9	\$3,741	11.1	\$2,724	8.6	\$2,002	3.9	\$932	0.3	\$79
State Police	14.1	\$4,335	11.1	\$3,241	4.7	\$1,257	3.9	\$1,062	2.0	\$652
Transportation	17.0	\$2,811	10.6	\$1,981	9.3	\$1,709	4.0	\$699	1.5	\$256

SOURCE/NOTE: SAP Wage Type report of payments made and SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Leave costs are determined by multiplying the amount of leave used by the salary of each employee at the time of use. Most employees receive 11 holidays per year. Most employees earn up to four personal days each leave calendar year. Most union covered employees earn 11 sick days per leave calendar year. Other leaves include compensatory, administrative, civil, military, educational, work-related injury disability, and stress leave.

COMMENTS: Commonwealth employees used an average of 41.8 days of paid leave, including paid holidays, during fiscal year 2015-2016. This is a decrease from an average of 42.3 days of leave from the previous fiscal year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2016

Filled Salaried and Wage Employees by Agency
July 2015 and 2016
(GAWFR Table 4)

Agency	2015		2016		Difference	
	Salaried	Wage	Salaried	Wage	Salaried	Wage
Aging	95	4	93	1	-2	-3
Agriculture	552	356	547	325	-5	-31
Banking and Securities	199	7	191	2	-8	-5
Civil Service Commission	98	71	94	69	-4	-2
Community and Economic Development	282	22	274	21	-8	-1
Conservation and Natural Resources	1,328	1,060	1,277	1,075	-51	15
Corrections	14,883	190	15,132	55	249	-135
Drug and Alcohol Programs	64	3	67	2	3	-1
Education	447	71	434	69	-13	-2
Emergency Management Agency	182	202	181	194	-1	-8
Environmental Protection	2,436	48	2,359	41	-77	-7
Executive Offices	1,603	222	1,555	185	-48	-37
Fish And Boat Commission	363	51	373	59	10	8
Game Commission	680	93	666	54	-14	-39
General Services	895	21	833	19	-62	-2
Health	1,093	143	1,111	134	18	-9
Historical and Museum Commission	193	25	180	24	-13	-1
Human Services	15,722	559	15,968	608	246	49
Insurance	239	11	215	1	-24	-10
Labor and Industry	4,539	274	4,501	289	-38	15
Liquor Control Board	3,051	1,964	3,045	2,058	-6	94
Military and Veterans Affairs	2,091	367	2,093	424	2	57
Milk Marketing Board	23	0	22	0	-1	0
Municipal Retirement System	28	1	25	0	-3	-1
Probation and Parole Board	1,190	30	1,233	22	43	-8
Public School Employees' Retirement System	282	6	283	3	1	-3
Public Utility Commission	461	14	460	11	-1	-3
Revenue	1,886	138	1,836	150	-50	12
State	468	30	460	33	-8	3
State Employees' Retirement System	173	0	164	0	-9	0
State Police	6,060	270	6,076	266	16	-4
Transportation	11,224	345	11,236	328	12	-17
COMMONWEALTH TOTAL	72,830	6,598	72,984	6,522	154	-76

NOTE: Includes full-time and part-time filled salaried and wage positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission. Data as of July 1 of each year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2016

*Historical Separation Rates by Agency
(GAWFR Table 29)*

Agency	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Aging	5.6%	12.5%	8.5%	8.4%	9.7%
Agriculture	7.2%	6.8%	7.5%	10.2%	7.0%
Banking and Securities	9.3%	12.7%	12.3%	7.0%	13.1%
Civil Service Commission	5.6%	9.4%	6.5%	10.2%	6.4%
Community and Economic Development	9.4%	12.1%	7.5%	16.1%	12.0%
Conservation and Natural Resources	4.7%	5.2%	5.3%	6.6%	6.8%
Corrections	5.3%	7.2%	8.1%	6.5%	7.4%
Drug and Alcohol Programs	0.0%	5.9%	7.7%	12.7%	13.6%
Education	5.1%	10.1%	8.2%	9.6%	8.5%
Emergency Management Agency	7.7%	5.6%	8.3%	7.1%	7.2%
Environmental Protection	5.0%	6.0%	5.4%	8.5%	6.6%
Executive Offices	7.4%	9.8%	9.0%	12.4%	9.0%
Fish and Boat Commission	3.0%	6.9%	5.9%	8.3%	6.7%
Game Commission	4.0%	5.4%	5.6%	7.4%	4.8%
General Services	7.7%	9.4%	6.6%	8.0%	10.6%
Health	7.9%	12.7%	10.3%	11.8%	10.3%
Historical and Museum Commission	4.5%	8.5%	5.3%	5.9%	7.3%
Human Services	7.2%	10.0%	9.0%	10.7%	9.1%
Insurance	6.0%	10.5%	11.3%	13.8%	10.7%
Labor and Industry	6.2%	11.2%	8.4%	10.2%	9.0%
Liquor Control Board	6.9%	8.2%	8.3%	9.1%	9.1%
Military and Veterans Affairs	9.7%	10.9%	11.9%	13.7%	13.0%
Milk Marketing Board	4.2%	4.2%	4.2%	8.7%	0.0%
Municipal Retirement System	6.9%	3.5%	3.1%	21.4%	12.0%
Probation and Parole Board	4.4%	5.3%	5.0%	7.1%	6.1%
Public School Employees' Retirement System	4.8%	9.5%	8.0%	7.1%	10.6%
Public Utility Commission	6.7%	6.9%	6.5%	8.7%	7.9%
Revenue	7.2%	7.6%	8.0%	9.8%	8.4%
State	9.7%	8.4%	11.7%	12.7%	7.0%
State Employees' Retirement System	9.1%	8.6%	8.7%	11.6%	12.8%
State Police	6.2%	6.2%	4.9%	5.1%	6.0%
Transportation	5.4%	6.0%	6.4%	8.4%	7.5%
COMMONWEALTH AVERAGE *	6.2%	8.1%	7.7%	8.7%	8.1%

NOTE: All years include full-time permanent salaried employees. Excludes temporary or emergency employees as well as reinstatements to the same or other agency and inter-agency transfers. Agency separation rates are based on the total number of separations and filled positions per agency. *Commonwealth average is based on the total number of separations and filled positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Environmental Hearing Board, and the Pennsylvania Human Relations Commission. Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities.

COMMENTS: Separation rates decreased slightly from the prior fiscal year due to decreases in the numbers of retirements and other separations.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2016

Voluntary Separations During First Five Years of Service by Agency
Fiscal Year 2015 - 2016
(GAWFR Table 30)

Agency	0-1		1-3		3-5		Total	
	Number	Rate*	Number	Rate*	Number	Rate*	Number	Rate*
Aging	0	0.0%	1	1.1%	1	1.1%	2	2.2%
Agriculture	1	0.2%	1	0.2%	6	1.1%	8	1.5%
Banking and Securities	4	2.1%	3	1.6%	2	1.1%	9	4.7%
Civil Service Commission	0	0.0%	0	0.0%	1	1.1%	1	1.1%
Community and Economic Development	5	1.8%	0	0.0%	4	1.5%	9	3.3%
Conservation and Natural Resources	1	0.1%	1	0.1%	7	0.6%	9	0.7%
Corrections	163	1.1%	64	0.4%	48	0.3%	275	1.8%
Drug and Alcohol Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Education	2	0.5%	4	0.9%	4	0.9%	10	2.3%
Emergency Management Agency	1	0.6%	1	0.6%	3	1.7%	5	2.8%
Environmental Protection	8	0.3%	15	0.6%	13	0.6%	36	1.5%
Executive Offices	15	1.0%	12	0.8%	6	0.4%	33	2.1%
Fish and Boat Commission	0	0.0%	3	0.8%	3	0.8%	6	1.6%
Game Commission	0	0.0%	2	0.3%	0	0.0%	2	0.3%
General Services	3	0.4%	4	0.5%	6	0.7%	13	1.6%
Health	11	1.0%	16	1.4%	13	1.2%	40	3.6%
Historical and Museum Commission	0	0.0%	3	1.7%	1	0.6%	4	2.3%
Human Services	177	1.1%	158	1.0%	90	0.6%	426	2.7%
Insurance	3	1.4%	3	1.4%	2	0.9%	8	3.7%
Labor and Industry	28	0.6%	28	0.6%	20	0.5%	76	1.7%
Liquor Control Board	5	0.2%	19	0.6%	31	1.0%	55	1.8%
Military and Veterans Affairs	41	2.0%	31	1.5%	15	0.8%	87	4.3%
Milk Marketing Board	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Municipal Retirement System	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Probation And Parole Board	3	0.2%	3	0.2%	6	0.5%	12	1.0%
Public School Employees' Retirement System	0	0.0%	2	0.7%	2	0.7%	4	1.4%
Public Utility Commission	1	0.2%	3	0.7%	6	1.3%	10	2.2%
Revenue	16	0.9%	10	0.6%	6	0.3%	32	1.7%
State	2	0.4%	0	0.0%	7	1.5%	9	2.0%
State Employees' Retirement System	1	0.6%	2	1.2%	3	1.8%	6	3.7%
State Police	14	0.2%	11	0.2%	9	0.2%	34	0.6%
Transportation	58	0.5%	66	0.6%	71	0.6%	196	1.7%
COMMONWEALTH TOTAL	563	0.8%	466	0.6%	386	0.5%	1,417	1.9%

NOTE: *The percentage rate shown is based on the number of actions as compared to full-time, permanent salaried employees per agency. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Only 1.9% of all Commonwealth employees voluntarily separate in their first five years of service. Most employees who voluntarily separated left within the 0-1 year range.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2016

Placement by Type and Agency
Fiscal Year 2015-2016
Full-Time Salaried Employees
(GAWFR Table 35)

Agency	New Hire		Transfer		Promotion		Other	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Aging	3	3.2%	13	14.0%	5	5.4%	1	1.1%
Agriculture	22	4.0%	15	2.8%	16	2.9%	4	0.7%
Banking and Securities	9	4.7%	15	7.9%	15	7.9%	4	2.1%
Civil Service Commission	1	1.1%	9	9.6%	9	9.6%	1	1.1%
Community and Economic Development	12	4.4%	21	7.7%	29	10.6%	5	1.8%
Conservation and Natural Resources	9	0.7%	66	5.2%	64	5.0%	7	0.6%
Corrections	1,053	7.0%	508	3.4%	749	5.0%	186	1.2%
Drug and Alcohol Programs	10	15.2%	16	24.2%	12	18.2%	1	1.5%
Education	11	2.5%	25	5.8%	28	6.5%	9	2.1%
Emergency Management Agency	6	3.3%	17	9.4%	13	7.2%	2	1.1%
Environmental Protection	42	1.8%	122	5.2%	98	4.2%	17	0.7%
Executive Offices	69	4.4%	147	9.5%	153	9.9%	18	1.2%
Fish and Boat Commission	14	3.8%	25	6.7%	16	4.3%	7	1.9%
Game Commission	3	0.5%	29	4.4%	20	3.0%	2	0.3%
General Services	28	3.4%	30	3.6%	37	4.4%	1	0.1%
Health	61	5.5%	127	11.5%	106	9.6%	19	1.7%
Historical and Museum Commission	4	2.3%	6	3.4%	6	3.4%	1	0.6%
Human Services	1,044	6.6%	890	5.6%	1019	6.4%	167	1.1%
Insurance	11	5.1%	23	10.7%	27	12.6%	2	0.9%
Labor and Industry	200	4.5%	350	7.8%	361	8.0%	46	1.0%
Liquor Control Board	21	0.7%	946	31.1%	426	14.0%	7	0.2%
Military and Veterans Affairs	88	4.4%	92	4.6%	79	3.9%	18	0.9%
Milk Marketing Board	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Municipal Retirement System	0	0.0%	2	8.0%	5	20.0%	1	4.0%
Probation and Parole Board	56	4.5%	192	15.6%	110	8.9%	12	1.0%
Public School Employees' Retirement System	10	3.5%	43	15.2%	44	15.6%	6	2.1%
Public Utility Commission	14	3.1%	33	7.2%	35	7.6%	4	0.9%
Revenue	72	3.9%	164	8.9%	131	7.1%	21	1.2%
State	28	6.1%	31	6.8%	41	9.0%	6	1.3%
State Employees' Retirement System	5	3.1%	17	10.4%	25	15.2%	1	0.6%
State Police	81	1.3%	1,421	23.4%	583	9.6%	13	0.2%
Transportation	303	2.7%	409	3.6%	710	6.3%	238	2.1%
COMMONWEALTH TOTALS	3,290	4.5%	5,804	8.0%	4,972	6.8%	827	1.1%

NOTE: The percentage rate shown is based on the number of actions as compared to full-time permanent salaried employees. Transfers include transfers between organizations and transfers between agencies. Other placement actions include dual hires, rehires, reassignments, and demotions which are not a result of reclassification. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Across the Commonwealth, the largest percentage of placement actions for fiscal year 2015-2016 are from transfers.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (1 of 3)
Fiscal Year 2015 - 2016

Employment by Agency, Minority Group and Gender
(GAWFR Table 16)

Agency	Year	Non-Minority				Minority				Undisclosed			
		Male		Female		Male		Female		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Aging	July 2015	23	24.2%	60	63.2%	3	3.2%	8	8.4%			1	1.1%
	July 2016	26	28.0%	56	60.2%	3	3.2%	8	8.6%				
Agriculture	July 2015	292	53.0%	198	35.9%	36	6.5%	21	3.8%	2	0.4%	2	0.4%
	July 2016	290	53.1%	195	35.7%	35	6.4%	22	4.0%	2	0.4%	2	0.4%
Banking and Securities	July 2015	79	39.7%	99	49.7%	8	4.0%	6	3.0%	3	1.5%	4	2.0%
	July 2016	84	44.0%	90	47.1%	6	3.1%	5	2.6%	2	1.0%	4	2.1%
Civil Service Commission	July 2015	24	24.5%	57	58.2%	6	6.1%	11	11.2%				
	July 2016	20	21.3%	59	62.8%	6	6.4%	9	9.6%				
Community and Economic Development	July 2015	112	40.0%	133	47.5%	9	3.2%	23	8.2%			3	1.1%
	July 2016	108	39.4%	131	47.8%	11	4.0%	21	7.7%			3	1.1%
Conservation and Natural Resources	July 2015	968	72.9%	322	24.2%	18	1.4%	17	1.3%			3	0.2%
	July 2016	931	72.9%	310	24.3%	16	1.3%	17	1.3%			3	0.2%
Corrections	July 2015	10,017	67.3%	3,069	20.6%	1,154	7.8%	590	4.0%	30	0.2%	21	0.1%
	July 2016	10,094	66.7%	3,204	21.2%	1,176	7.8%	604	4.0%	32	0.2%	19	0.1%
Drug and Alcohol Programs	July 2015	20	31.7%	31	49.2%	2	3.2%	10	15.9%				
	July 2016	21	31.8%	36	54.5%	4	6.1%	5	7.6%				
Education	July 2015	136	30.4%	248	55.5%	9	2.0%	51	11.4%	1	0.2%	2	0.4%
	July 2016	130	30.0%	242	55.8%	11	2.5%	48	11.1%	1	0.2%	2	0.5%
Emergency Management Agency	July 2015	118	64.8%	53	29.1%	4	2.2%	5	2.7%	2	1.1%		
	July 2016	116	64.1%	53	29.3%	5	2.8%	6	3.3%	1	0.6%		
Environmental Protection	July 2015	1,529	62.9%	715	29.4%	105	4.3%	80	3.3%	2	0.1%	1	0.0%
	July 2016	1,480	62.8%	701	29.8%	98	4.2%	73	3.1%	2	0.1%	1	0.0%
Executive Offices	July 2015	630	39.3%	681	42.5%	96	6.0%	159	9.9%	20	1.2%	16	1.0%
	July 2016	610	39.3%	660	42.5%	95	6.1%	159	10.2%	15	1.0%	14	0.9%
Fish and Boat Commission	July 2015	290	79.9%	62	17.1%	2	0.6%	4	1.1%	4	1.1%	1	0.3%
	July 2016	302	81.0%	62	16.6%	2	0.5%	3	0.8%	3	0.8%	1	0.3%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (2 of 3)
Fiscal Year 2015 - 2016

Employment by Agency, Minority Group and Gender
(GAWFR Table 16 - continued)

Agency	Year	Non-Minority				Minority				Undisclosed			
		Male		Female		Male		Female		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Game Commission	July 2015	566	83.2%	108	15.9%	3	0.4%	2	0.3%	1	0.1%		
	July 2016	555	83.3%	105	15.8%	3	0.5%	2	0.3%	1	0.2%		
General Services	July 2015	536	59.9%	179	20.0%	107	12.0%	73	8.2%				
	July 2016	498	59.8%	159	19.1%	103	12.4%	72	8.6%			1	0.1%
Health	July 2015	271	24.9%	654	60.0%	47	4.3%	98	9.0%	6	0.6%	14	1.3%
	July 2016	288	26.0%	658	59.3%	50	4.5%	93	8.4%	6	0.5%	14	1.3%
Historical and Museum Commission	July 2015	103	55.4%	68	36.6%	10	5.4%	3	1.6%	1	0.5%	1	0.5%
	July 2016	94	53.1%	70	39.5%	8	4.5%	4	2.3%	1	0.6%		
Human Services	July 2015	4,193	26.8%	7,916	50.6%	885	5.7%	2,601	16.6%	5	0.0%	32	0.2%
	July 2016	4,176	26.3%	8,078	50.8%	895	5.6%	2,705	17.0%	4	0.0%	35	0.2%
Insurance	July 2015	86	36.0%	117	49.0%	13	5.4%	21	8.8%	1	0.4%	1	0.4%
	July 2016	79	36.7%	104	48.4%	12	5.6%	18	8.4%	1	0.5%	1	0.5%
Labor and Industry	July 2015	1,601	35.3%	2,358	52.1%	177	3.9%	390	8.6%			4	0.1%
	July 2016	1,603	35.7%	2,325	51.8%	171	3.8%	388	8.6%	1	0.0%	3	0.1%
Liquor Control Board	July 2015	1,459	47.8%	1,016	33.3%	226	7.4%	347	11.4%	1	0.0%	2	0.1%
	July 2016	1,416	46.5%	1,024	33.6%	237	7.8%	365	12.0%	1	0.0%	2	0.1%
Military and Veterans Affairs	July 2015	705	35.0%	889	44.2%	125	6.2%	284	14.1%	6	0.3%	3	0.1%
	July 2016	691	34.4%	882	43.9%	133	6.6%	294	14.6%	6	0.3%	4	0.2%
Milk Marketing Board	July 2015	17	73.9%	5	21.7%					1	4.3%		
	July 2016	16	72.7%	5	22.7%					1	4.5%		
Municipal Retirement System	July 2015	8	28.6%	12	42.9%	2	7.1%	5	17.9%	1	3.6%		
	July 2016	7	28.0%	11	44.0%	2	8.0%	4	16.0%	1	4.0%		
Probation and Parole Board	July 2015	569	47.9%	398	33.5%	86	7.2%	136	11.4%				
	July 2016	576	46.7%	431	35.0%	89	7.2%	136	11.0%	1	0.1%		

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (3 of 3)
Fiscal Year 2015 - 2016

Employment by Agency, Minority Group and Gender
(GAWFR Table 16 - continued)

Agency	Year	Non-Minority				Minority				Undisclosed			
		Male		Female		Male		Female		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Public School Employees' Retirement System	July 2015	121	42.9%	128	45.4%	12	4.3%	21	7.4%				
	July 2016	115	40.6%	134	47.3%	13	4.6%	21	7.4%				
Public Utility Commission	July 2015	217	47.4%	160	34.9%	30	6.6%	50	10.9%			1	0.2%
	July 2016	221	48.3%	159	34.7%	28	6.1%	49	10.7%			1	0.2%
Revenue	July 2015	808	42.9%	674	35.8%	129	6.8%	269	14.3%	3	0.2%	1	0.1%
	July 2016	780	42.5%	655	35.7%	130	7.1%	264	14.4%	3	0.2%	2	0.1%
State	July 2015	169	36.3%	217	46.6%	24	5.2%	50	10.7%	4	0.9%	2	0.4%
	July 2016	173	37.8%	208	45.4%	25	5.5%	49	10.7%	2	0.4%	1	0.2%
State Employees' Retirement System	July 2015	69	39.9%	87	50.3%	5	2.9%	12	6.9%				
	July 2016	58	35.4%	85	51.8%	6	3.7%	15	9.1%				
State Police	July 2015	4,577	75.5%	1,060	17.5%	301	5.0%	122	2.0%				
	July 2016	4,563	75.1%	1,078	17.7%	314	5.2%	121	2.0%				
Transportation	July 2015	8,637	77.0%	1,516	13.5%	513	4.6%	483	4.3%	58	0.5%	16	0.1%
	July 2016	8,616	76.7%	1,542	13.7%	528	4.7%	477	4.2%	55	0.5%	17	0.2%
Totals	July 2015	38,950	53.6%	23,290	32.1%	4,147	5.7%	5,952	8.2%	152	0.2%	131	0.2%
	July 2016	38,737	53.2%	23,512	32.3%	4,215	5.8%	6,057	8.3%	142	0.2%	130	0.2%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: Twenty agencies have as many or more minority and female employees than non-minority males, including the Department of Human Services, which is the largest state agency. The Municipal Retirement Board has the highest percentage of minority employees of all agencies, accounting for 24.0 percent of their total salaried full-time work force. The Civil Service Commission has the highest representation of females, comprising 72.3 percent of its total salaried full-time work force.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Employment by Ethnicity
1980 - 2016

Changes in Commonwealth Salaried Employment of Minorities
1980, 1985, 1990, 1995, 2000, 2005, 2010, 2015, 2016
Full-Time Salaried Employees
(GAWFR Table 15)

Year	Black/African-American				Hispanic/Latino				Native Hawaiian/Pacific Islander			
	Male		Female		Male		Female		Male		Female	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1980	3,956	4.0%	7,045	7.1%	320	0.3%	277	0.3%	*N/A	*N/A	*N/A	*N/A
July 1985	3,409	4.2%	5,746	7.1%	352	0.4%	279	0.3%	*N/A	*N/A	*N/A	*N/A
July 1990	3,355	4.3%	5,399	6.9%	405	0.5%	333	0.4%	*N/A	*N/A	*N/A	*N/A
July 1995	3,617	4.6%	5,301	6.6%	504	0.6%	441	0.5%	*N/A	*N/A	*N/A	*N/A
July 2000	3,354	4.3%	4,839	6.2%	524	0.7%	509	0.6%	*N/A	*N/A	*N/A	*N/A
July 2005	3,144	4.1%	4,698	6.1%	571	0.7%	631	0.8%	**N/A	**N/A	**N/A	**N/A
July 2010	2,953	3.9%	4,595	6.1%	646	0.9%	780	1.0%	**N/A	**N/A	**N/A	**N/A
July 2015	2,762	3.8%	4,470	6.2%	738	1.0%	862	1.2%	**N/A	**N/A	**N/A	**N/A
July 2016	2,784	3.8%	4,477	6.2%	756	1.0%	930	1.3%	37	0.1%	34	0.0%

Year	Asian				Native American/Alaskan				Two or more races			
	Male		Female		Male		Female		Male		Female	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1980	336	0.3%	151	0.2%	*N/A	*N/A	*N/A	*N/A	***N/A	***N/A	***N/A	***N/A
July 1985	287	0.4%	164	0.2%	*N/A	*N/A	*N/A	*N/A	***N/A	***N/A	***N/A	***N/A
July 1990	391	0.5%	219	0.3%	*N/A	*N/A	*N/A	*N/A	***N/A	***N/A	***N/A	***N/A
July 1995	493	0.6%	273	0.3%	*N/A	*N/A	*N/A	*N/A	***N/A	***N/A	***N/A	***N/A
July 2000	509	0.6%	296	0.4%	*N/A	*N/A	*N/A	*N/A	***N/A	***N/A	***N/A	***N/A
July 2005	489	0.6%	391	0.5%	61	0.1%	41	0	***N/A	***N/A	***N/A	***N/A
July 2010	534	0.7%	463	0.6%	63	0.1%	59	0.1%	***N/A	***N/A	***N/A	***N/A
July 2015	579	0.8%	558	0.8%	68	0.1%	62	0.1%	***N/A	***N/A	***N/A	***N/A
July 2016	555	0.8%	533	0.7%	67	0.1%	56	0.1%	16	0.0%	27	0.0%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTES: Includes full-time permanent salaried employees. All ethnicity categories match U.S. Equal Employment Opportunity Commission (EEOC) requirements.

*For all years prior to 2004, Asian, Native Hawaiian/Pacific Islander and Native American/Alaskan were grouped together in an "Other" category; therefore, statistics displayed in the Asian category for years prior to 2004 include Native Hawaiian/Pacific Islander and Native American/Alaskan.

**In November 2015, the Asian/Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander; therefore, all statistics displayed in the Asian category for years between 2004 and 2015 also include Native Hawaiian/Pacific Islander.

***In November 2015, a new category, Two or more races, was created.

COMMENTS: Since 1980 the percentage of minority employees in state government has increased from 12.2 to 14.1 percent.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Employment by Gender
1980 - 2016

Changes in Commonwealth Salaried Employment by Minority Group and Gender
1980, 1985, 1990, 1995, 2000, 2005, 2010, 2015, 2016
Full-Time Salaried Employees
(GAWFR Table 14)

Year	Non-Minority				Minority				Undisclosed				Totals			
	Male		Female		Male		Female		Male		Female		Male		Female	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1980	51,476	52.0%	35,343	35.7%	4,612	4.7%	7,473	7.6%	4,612	4.7%	7,473	7.6%	56,088	56.7%	42,816	43.3%
July 1985	42,107	51.8%	28,916	35.6%	4,048	5.0%	6,189	7.6%	4,048	5.0%	6,189	7.6%	46,155	56.8%	35,105	43.2%
July 1990	41,293	52.9%	26,635	34.1%	4,151	5.3%	5,951	7.6%	4,151	5.3%	5,951	7.6%	45,444	58.2%	32,586	41.8%
July 1995	43,020	53.5%	26,801	33.3%	4,614	5.7%	6,015	7.5%	4,614	5.7%	6,015	7.5%	47,634	59.2%	32,816	40.8%
July 2000	43,020	54.7%	25,661	32.6%	4,387	5.6%	5,644	7.2%	4,387	5.6%	5,644	7.2%	47,407	60.2%	31,305	39.8%
July 2005	41,529	54.1%	25,171	32.8%	4,265	5.6%	5,761	7.5%	4,265	5.6%	5,761	7.5%	45,794	59.7%	30,932	40.3%
July 2010	40,861	53.9%	24,924	32.8%	4,195	5.5%	5,898	7.8%	4,195	5.5%	5,898	7.8%	45,056	59.4%	30,822	40.6%
July 2015	38,950	53.6%	23,290	32.1%	4,147	5.7%	5,952	8.2%	152	0.2%	131	0.2%	43,249	59.6%	29,373	40.4%
July 2016	38,737	53.2%	23,512	32.3%	4,215	5.8%	6,057	8.3%	142	0.2%	130	0.2%	43,094	59.2%	29,699	40.8%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Percentage totals may not equal the sum of individual entries because of rounding.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics

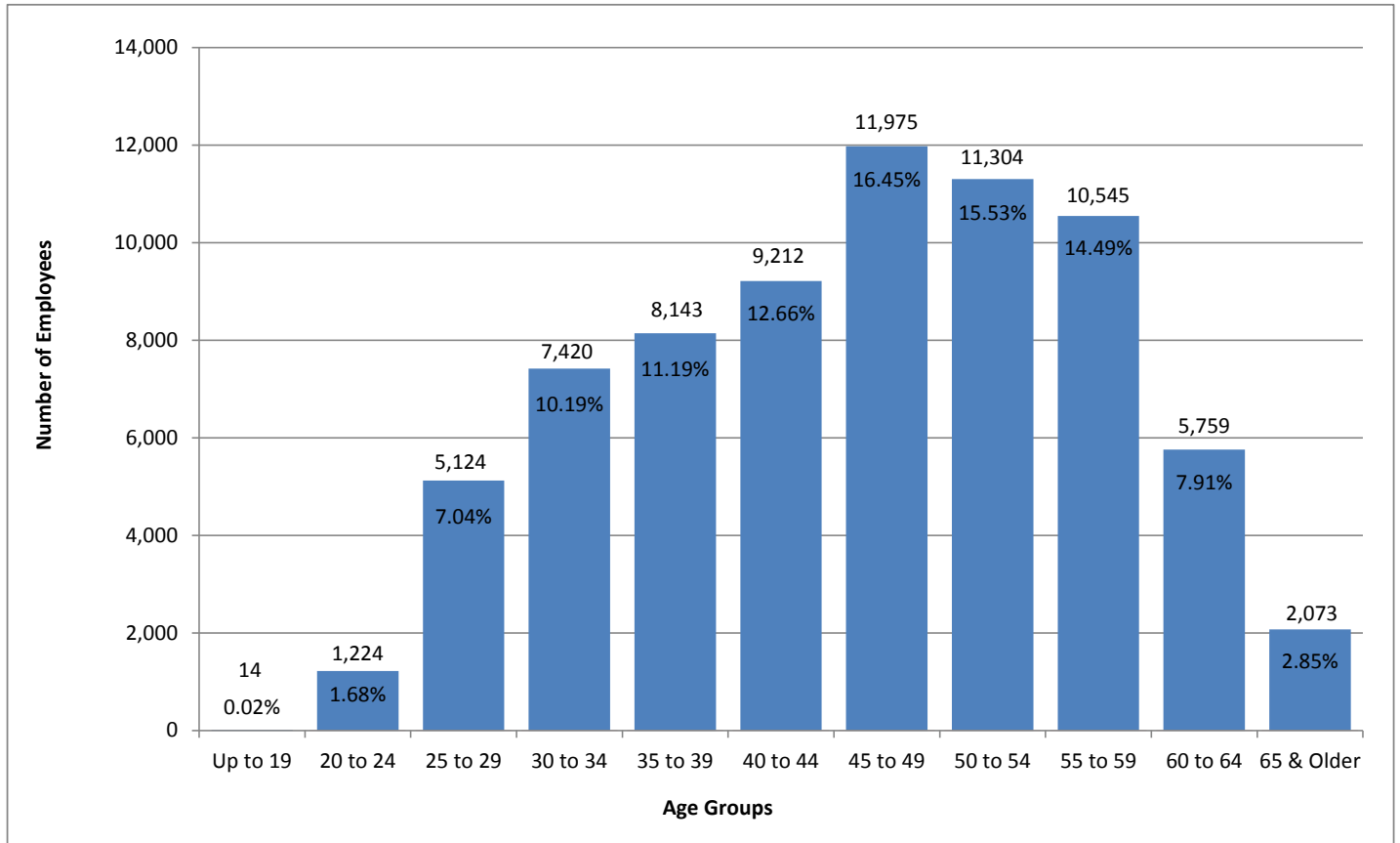
Age Groups

July 2016

Age Distribution for Commonwealth Employees

July 2016

(GAWFR Table 46)

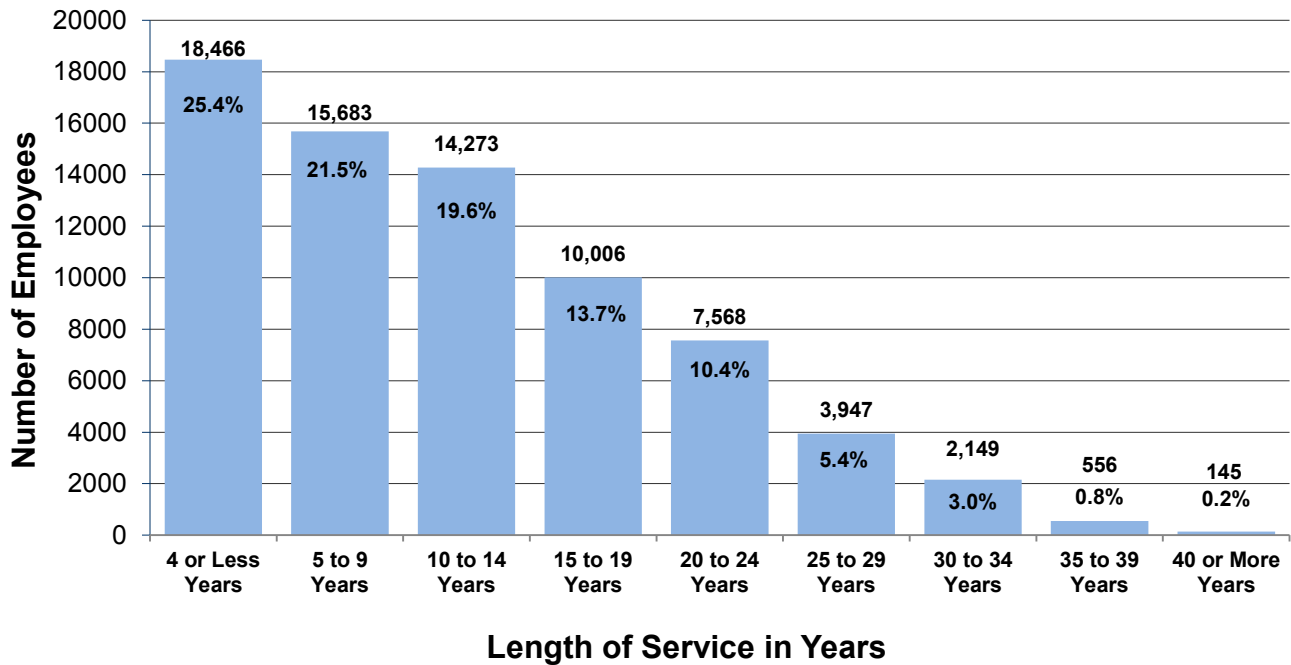


SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Length of Service
July 2016

Length of Service Distribution for Commonwealth Employees
July 2016
(GAWFR Table 47)



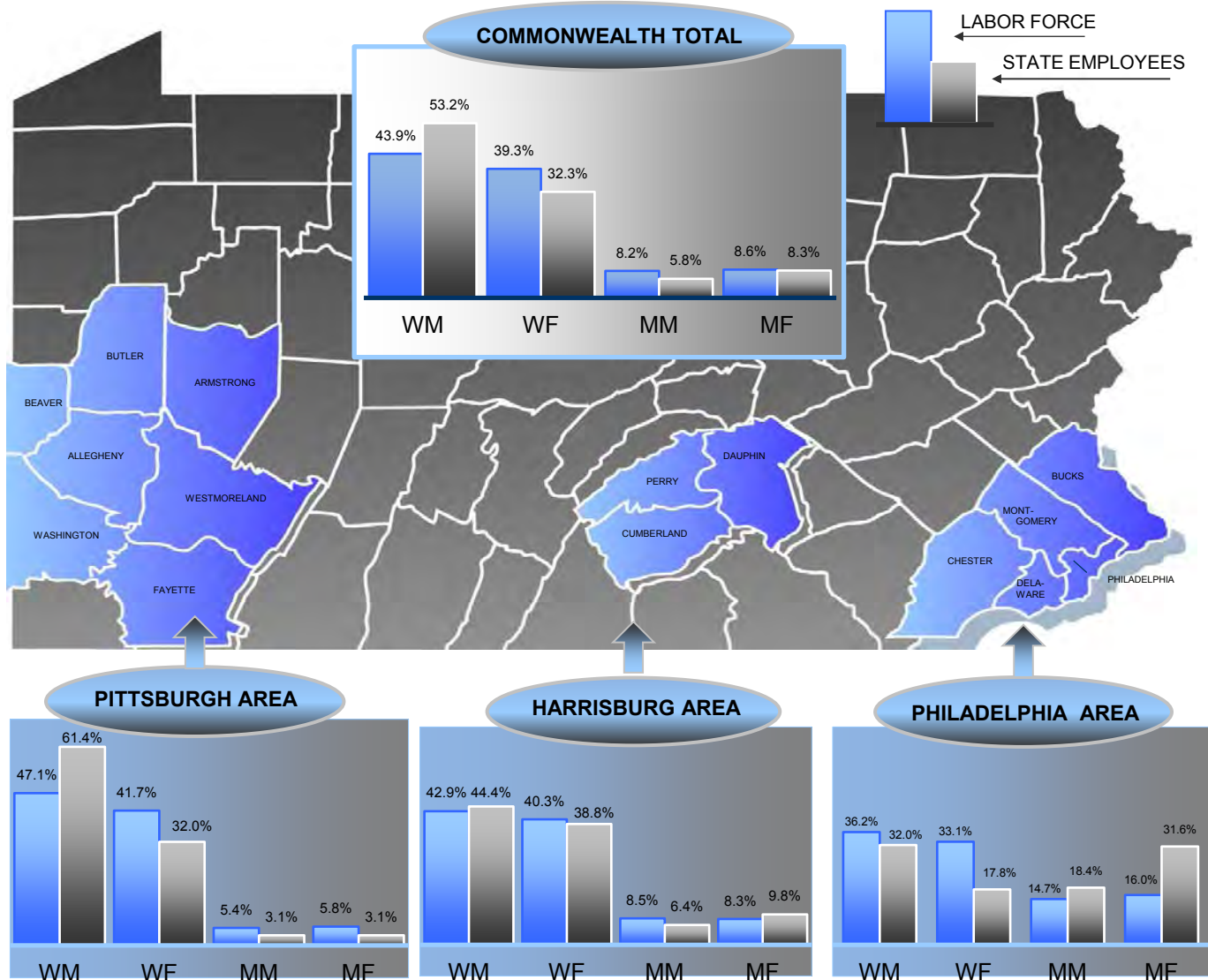
SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Length of service is defined as service credit for leave purposes.

COMMENTS: There were 701 employees with 35 or more years of commonwealth service as of July 2016. The average length of service was 11.7 years, which is consistent with the previous reporting year.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2016

*Labor Force Compared to State Employment
 by Minority Group and Gender
 (GAWFR Table 13)*



SOURCE/NOTE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

State employment includes full-time permanent salaried employees. Data for commonwealth total labor force statistics and each metropolitan statistical area is from 2015, and are the latest available from the U.S. Census Bureau, 2015 American Community Survey. Metropolitan statistical area labor force data is based on 2015 annual average data including all persons employed or seeking employment within the designated areas. Percents may not total due to rounding. Data for state employment is as of June 30, 2016.

COMMENTS: The total representation of minority men and women in the state work force is 14.1 percent, compared to 16.8 percent in the overall state labor force. As compared to the previous reporting year the state work force minority representation has seen a slight increase.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2016

Minority Representation by Agency
(GAWFR Table 17)

Department	Minorities		Non Minority		Undisclosed		Total Employees
	Number	Percent	Number	Percent	Number	Percent	
Aging	11	11.8%	82	88.2%	0	0.0%	93
Agriculture	57	10.4%	485	88.8%	4	0.7%	546
Banking and Securities	11	5.8%	174	91.1%	6	3.1%	191
Civil Service Commission	15	16.0%	79	84.0%	0	0.0%	94
Community and Economic Development	32	11.7%	239	87.2%	3	1.1%	274
Conservation and Natural Resources	33	2.6%	1,241	97.2%	3	0.2%	1,277
Corrections	1,780	11.8%	13,298	87.9%	51	0.3%	15,129
Drug and Alcohol Programs	9	13.6%	57	86.4%	0	0.0%	66
Education	59	13.6%	372	85.7%	3	0.7%	434
Emergency Management Agency	11	6.1%	169	93.4%	1	0.6%	181
Environmental Protection	171	7.3%	2,181	92.6%	3	0.1%	2,355
Executive Offices	254	16.4%	1,270	81.8%	29	1.9%	1,553
Fish and Boat Commission	5	1.3%	364	97.6%	4	1.1%	373
Game Commission	5	0.8%	660	99.1%	1	0.2%	666
General Services	175	21.0%	657	78.9%	1	0.1%	833
Health	143	12.9%	946	85.3%	20	1.8%	1,109
Historical and Museum Commission	12	6.8%	164	92.7%	1	0.6%	177
Human Services	3,600	22.7%	12,254	77.1%	39	0.3%	15,893
Insurance	30	14.0%	183	85.1%	2	0.9%	215
Labor and Industry	559	12.5%	3,928	87.5%	4	0.1%	4,491
Liquor Control Board	602	19.8%	2,440	80.1%	3	0.1%	3,045
Military and Veterans Affairs	427	21.2%	1,573	78.3%	10	0.5%	2,010
Milk Marketing Board	0	0.0%	21	95.5%	1	4.6%	22
Municipal Retirement System	6	24.0%	18	72.0%	1	4.0%	25
Probation and Parole Board	225	18.3%	1,007	81.7%	1	0.1%	1,233
Public School Employees' Retirement System	34	12.0%	249	88.0%	0	0.0%	283
Public Utility Commission	77	16.8%	380	83.0%	1	0.2%	458
Revenue	394	21.5%	1,435	78.2%	5	0.3%	1,834
State	74	16.2%	381	83.2%	3	0.7%	458
State Employees' Retirement System	21	12.8%	143	87.2%	0	0.0%	164
State Police	435	7.2%	5,641	92.8%	0	0.0%	6,076
Transportation	1,005	9.0%	10,158	90.4%	72	0.6%	11,235
COMMONWEALTH TOTALS	10,272	14.1%	62,249	85.5%	272	0.4%	72,793

NOTE: Includes full-time permanent salaried employees in the agencies listed above. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Minorities comprise 14.1 percent of the commonwealth's work force, led by the Municipal Retirement Board with 24.0 percent minority representation.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2016

Gender Representation by Agency
Full-Time Salaried Employees
(GAWFR Table 18)

Agency	Females		Males		Total Employees
	Number	Percent	Number	Percent	
Aging	64	68.8%	29	31.2%	93
Agriculture	219	40.1%	327	59.9%	546
Banking and Securities	99	51.8%	92	48.2%	191
Civil Service Commission	68	72.3%	26	27.7%	94
Community and Economic Development	155	56.6%	119	43.4%	274
Conservation and Natural Resources	330	25.8%	947	74.2%	1,277
Corrections	3,827	25.3%	11,302	74.7%	15,129
Drug and Alcohol Programs	41	62.1%	25	37.9%	66
Education	292	67.3%	142	32.7%	434
Emergency Management Agency	59	32.6%	122	67.4%	181
Environmental Protection	775	32.9%	1,580	67.1%	2,355
Executive Offices	833	53.6%	720	46.4%	1,553
Fish and Boat Commission	66	17.7%	307	82.3%	373
Game Commission	107	16.1%	559	83.9%	666
General Services	232	27.9%	601	72.2%	833
Health	765	69.0%	344	31.0%	1,109
Historical and Museum Commission	74	41.8%	103	58.2%	177
Human Services	10,818	68.1%	5,075	31.9%	15,893
Insurance	123	57.2%	92	42.8%	215
Labor and Industry	2,716	60.5%	1,775	39.5%	4,491
Liquor Control Board	1,391	45.7%	1,654	54.3%	3,045
Military and Veterans Affairs	1,180	58.7%	830	41.3%	2,010
Milk Marketing Board	5	22.7%	17	77.3%	22
Municipal Retirement System	15	60.0%	10	40.0%	25
Probation and Parole Board	567	46.0%	666	54.0%	1,233
Public School Employees' Retirement System	155	54.8%	128	45.2%	283
Public Utility Commission	209	45.6%	249	54.4%	458
Revenue	921	50.2%	913	49.8%	1,834
State	258	56.3%	200	43.7%	458
State Employees' Retirement System	100	61.0%	64	39.0%	164
State Police	1,199	19.7%	4,877	80.3%	6,076
Transportation	2,036	18.1%	9,199	81.9%	11,235
COMMONWEALTH TOTALS	29,699	40.8%	43,094	59.2%	72,793

NOTE: Includes full-time permanent salaried employees in the agencies listed above. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Males represent over half of all state employees in each of 15 agencies. The Civil Service Commission employs the largest percentage of female employees (72.3%).

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2016

Job Categories by Race and Gender
1995, 2000, 2005, 2010, 2015, 2016
(GAWFR Table 19)

		White		Black/African-American		Hispanic/Latino		Native Hawaiian/Pacific Islander		Asian		Native American/Alaskan		Two or more races		Undisclosed		Total Employees
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Officials and Administrators	1995	2,465 73.5%	583 17.4%	124 3.7%	104 3.1%	12 0.4%	7 0.2%	*N/A *N/A	*N/A *N/A	43 1.3%	18 0.5%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	3,417
	2000	2,446 69.8%	741 21.1%	122 3.5%	115 3.3%	15 0.4%	8 0.2%	*N/A *N/A	*N/A *N/A	37 1.1%	20 0.6%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	3,561
	2005	6,072 57.8%	3,398 32.4%	367 3.5%	461 4.4%	50 0.5%	55 0.5%	**N/A **N/A	**N/A **N/A	49 0.5%	40 0.4%	4 0.0%	5 0.0%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	10,590
	2010	5,967 52.5%	4,111 36.2%	328 2.9%	530 4.7%	68 0.6%	96 0.8%	**N/A **N/A	**N/A **N/A	70 0.6%	52 0.5%	7 0.1%	9 0.1%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	11,360
	2015	5,594 50.4%	4,023 36.3%	280 2.5%	530 4.8%	84 0.8%	94 0.8%	**N/A **N/A	**N/A **N/A	81 0.7%	69 0.6%	4 0.0%	11 0.1%	***N/A ***N/A	***N/A ***N/A	46 0.4%	42 0.4%	11,096
	2016	5,557 50.9%	4,091 37.5%	291 2.7%	532 4.9%	86 0.8%	103 0.9%	6 0.1%	3 0.0%	76 0.7%	68 0.6%	4 0.0%	9 0.1%	0 0.0%	1 0.0%	41 0.4%	40 0.4%	10,908
Professionals	1995	12,385 49.7%	9,110 36.6%	933 3.7%	1,654 6.6%	151 0.6%	208 0.8%	*N/A *N/A	*N/A *N/A	318 1.3%	141 0.6%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	24,900
	2000	12,216 49.3%	9,174 37.0%	888 3.6%	1,636 6.6%	148 0.6%	241 1.0%	*N/A *N/A	*N/A *N/A	326 1.3%	161 0.6%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	24,790
	2005	8,379 43.7%	7,837 40.8%	598 3.1%	1,433 7.5%	127 0.7%	275 1.4%	**N/A **N/A	**N/A **N/A	297 1.5%	206 1.1%	21 0.1%	14 0.1%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	19,187
	2010	7,633 39.8%	7,881 41.1%	564 2.9%	1,493 7.8%	150 0.8%	359 1.9%	**N/A **N/A	**N/A **N/A	295 1.5%	233 1.2%	23 0.1%	19 0.1%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	18,650
	2015	7,081 37.7%	7,621 40.6%	589 3.1%	1,606 8.6%	167 0.9%	405 2.2%	**N/A **N/A	**N/A **N/A	302 1.6%	270 1.4%	23 0.1%	23 0.1%	***N/A ***N/A	***N/A ***N/A	31 0.2%	28 0.1%	18,087
	2016	6,995 38.2%	7,785 42.5%	579 3.2%	1,607 8.8%	182 1.0%	470 2.6%	17 0.1%	18 0.1%	281 1.5%	252 1.4%	22 0.1%	22 0.1%	3 0.0%	15 0.1%	28 0.2%	29 0.2%	18,305
Technicians	1995	3,725 60.7%	1,934 31.3%	187 3.0%	222 3.6%	17 0.3%	14 0.2%	*N/A *N/A	*N/A *N/A	25 0.4%	12 0.2%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	6,136
	2000	3,329 62.3%	1,636 30.6%	152 2.8%	149 2.8%	21 0.4%	16 0.3%	*N/A *N/A	*N/A *N/A	28 0.5%	9 0.2%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	5,340
	2005	1,206 57.8%	1,109 32.4%	44 3.5%	63 4.4%	10 0.5%	4 0.5%	**N/A **N/A	**N/A **N/A	19 0.5%	10 0.4%	2 0.0%	1 0.0%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	2,468
	2010	1,119 45.5%	1,168 47.5%	38 1.5%	61 2.5%	5 0.2%	6 0.2%	**N/A **N/A	**N/A **N/A	16 0.7%	14 0.6%	3 0.1%	1 0.0%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	2,431
	2015	1,006 44.4%	1,043 46.0%	36 1.6%	72 3.2%	9 0.4%	9 0.4%	**N/A **N/A	**N/A **N/A	15 0.7%	18 0.8%	1 0.0%	3 0.1%	***N/A ***N/A	***N/A ***N/A	2 0.1%	8 0.4%	2,212
	2016	994 43.5%	1,104 48.3%	42 1.8%	78 3.4%	7 0.3%	10 0.4%	2 0.1%	1 0.0%	16 0.7%	16 0.7%	1 0.0%	3 0.1%	0 0.0%	1 0.0%	2 0.1%	9 0.4%	2,286

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2016

Job Categories by Race and Gender
1995, 2000, 2005, 2010, 2015, 2016
(GAWFR Table 19 - continued)

		White		Black/African-American		Hispanic/Latino		Native Hawaiian/Pacific Islander		Asian		Native American/Alaskan		Two or more races		Undisclosed		Total Employees
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Protective Service Workers	1995	9,368	560	916	158	146	10	*N/A	*N/A	45	3	*N/A	*N/A	***N/A	***N/A	0	0	11,206
		83.6%	5.0%	8.2%	1.4%	1.3%	0.1%	*N/A	*N/A	0.4%	0.0%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
	2000	10,702	738	1008	224	168	15	*N/A	*N/A	51	7	*N/A	*N/A	***N/A	***N/A	0.00	0	12,913
		82.9%	5.7%	7.8%	1.7%	1.3%	0.1%	*N/A	*N/A	0.4%	0.1%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
	2005	10,700	672	885	237	185	16	**N/A	**N/A	40	2	18	3	***N/A	***N/A	0	0	12,758
		83.9%	5.3%	3.5%	4.4%	0.5%	0.5%	**N/A	**N/A	0.5%	0.4%	0.0%	0.0%	***N/A	***N/A	0.0%	0.0%	
	2010	11,596	800	850	281	203	20	**N/A	**N/A	50	3	17	2	***N/A	***N/A	0	0	13,822
Para-professionals		83.6%	5.8%	6.1%	2.0%	1.5%	0.1%	**N/A	**N/A	0.4%	0.0%	0.1%	0.0%	***N/A	***N/A	0.0%	0.0%	
	2015	11,339	870	839	285	249	43	**N/A	**N/A	57	5	21	4	***N/A	***N/A	19	6	13,712
		82.0%	6.3%	6.1%	2.1%	1.8%	0.3%	**N/A	**N/A	0.4%	0.0%	0.2%	0.0%	***N/A	***N/A	0.1%	0.0%	
	2016	11,419	970	843	289	265	47	3	1	60	4	22	2	7	2	21	5	13,960
		81.8%	6.9%	6.0%	2.1%	1.9%	0.3%	0.0%	0.0%	0.4%	0.0%	0.2%	0.0%	0.1%	0.0%	0.2%	0.0%	
	1995	92	211	17	32	0	2	*N/A	*N/A	1	3	*N/A	*N/A	***N/A	***N/A	0	0	358
		25.7%	58.9%	4.7%	8.9%	0.0%	0.6%	*N/A	*N/A	0.3%	0.8%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
Office and Clerical	2000	71	228	15	25	1	1	*N/A	*N/A	0	2	*N/A	*N/A	***N/A	***N/A	0.00	0	343
		20.7%	66.5%	4.4%	7.3%	0.3%	0.3%	*N/A	*N/A	0.0%	0.6%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
	2005	1,215	323	139	72	20	4	**N/A	**N/A	4	2	0	0	***N/A	***N/A	0	0	1,779
		68.3%	18.2%	7.8%	4.0%	1.1%	0.2%	**N/A	**N/A	0.2%	0.1%	0.0%	0.0%	***N/A	***N/A	0.0%	0.0%	
	2010	1,260	401	150	95	26	7	**N/A	**N/A	4	2	1	4	***N/A	***N/A	0	0	1,950
		64.4%	20.5%	7.7%	4.9%	1.3%	0.4%	**N/A	**N/A	0.2%	0.1%	0.1%	0.2%	***N/A	***N/A	0.0%	0.0%	
	2015	888	282	80	65	22	11	**N/A	**N/A	5	2	2	2	***N/A	***N/A	1	0	1,359
		64.9%	20.6%	5.8%	4.8%	1.6%	0.8%	**N/A	**N/A	0.4%	0.1%	0.1%	0.1%	***N/A	***N/A	0.1%	0.0%	
	2016	902	305	80	68	19	11	1	0	6	2	2	2	1	0	1	0	1,400
		64.4%	21.8%	5.7%	4.9%	1.4%	0.8%	0.1%	0.0%	0.4%	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%	0.0%	
	1995	3,437	10,220	499	2,293	44	158	*N/A	*N/A	29	74	*N/A	*N/A	***N/A	***N/A	0	0	16,754
		20.5%	61.0%	3.0%	13.7%	0.3%	0.9%	*N/A	*N/A	0.2%	0.4%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
	2000	3,217	9,707	500	2,147	51	188	*N/A	*N/A	40	77	*N/A	*N/A	***N/A	***N/A	0.00	0	15,927
		20.2%	60.9%	3.1%	13.5%	0.3%	1.2%	*N/A	*N/A	0.3%	0.5%	*N/A	*N/A	***N/A	***N/A	0.0%	0.0%	
	2005	2,654	8,487	410	1,951	66	232	**N/A	**N/A	53	112	5	15	***N/A	***N/A	0	0	13,985
		19.0%	60.7%	2.9%	14.0%	0.5%	1.7%	**N/A	**N/A	0.4%	0.8%	0.0%	0.1%	***N/A	***N/A	0.0%	0.0%	
	2010	2,439	7,377	393	1,685	71	223	**N/A	**N/A	65	133	3	15	***N/A	***N/A	0	0	12,404
		19.4%	58.5%	3.1%	13.4%	0.6%	1.8%	**N/A	**N/A	0.5%	1.1%	0.0%	0.1%	***N/A	***N/A	0.0%	0.0%	
	2015	2,596	6,429	360	1,512	71	234	**N/A	**N/A	72	162	5	13	***N/A	***N/A	8	26	11,454
		22.1%	54.7%	3.1%	12.9%	0.6%	2.0%	**N/A	**N/A	0.6%	1.4%	0.0%	0.1%	***N/A	***N/A	0.1%	0.2%	
	2016	2,526	6,210	364	1,486	67	219	5	10	75	160	4	11	1	7	8	25	11,178
		22.6%	55.6%	3.3%	13.3%	0.6%	2.0%	0.0%	0.1%	0.7%	1.4%	0.0%	0.1%	0.0%	0.1%	0.1%	0.2%	

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
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Job Categories by Race and Gender
1995, 2000, 2005, 2010, 2015, 2016
(GAWFR Table 19 - continued)

		White		Black/African-American		Hispanic/Latino		Native Hawaiian/Pacific Islander		Asian		Native American/Alaskan		Two or more races		Undisclosed		Total Employees
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Skilled Craft Workers	1995	6,685 92.2%	197 2.7%	266 3.7%	16 0.2%	69 1.0%	2 0.0%	*N/A *N/A	*N/A *N/A	16 0.2%	1 0.0%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	7,252
	2000	6,738 92.4%	214 2.9%	233 3.2%	19 0.3%	68 0.9%	3 0.0%	*N/A *N/A	*N/A *N/A	14 0.2%	1 0.0%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	7,290
	2005	4,219 94.4%	75 1.7%	127 2.8%	5 0.1%	28 0.6%	0 0.0%	**N/A **N/A	**N/A **N/A	9 0.2%	1 0.0%	3 0.1%	0 0.0%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	4,467
	2010	4,318 93.9%	89 1.9%	122 2.7%	7 0.2%	32 0.7%	0 0.0%	**N/A **N/A	**N/A **N/A	10 0.2%	2 0.0%	5 0.1%	0 0.0%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	4,585
	2015	3,901 93.2%	86 2.1%	92 2.2%	5 0.1%	31 0.7%	0 0.0%	**N/A **N/A	**N/A **N/A	15 0.4%	1 0.0%	4 0.1%	0 0.0%	***N/A ***N/A	***N/A ***N/A	17 0.4%	0 0.0%	4,135
	2016	3,848 93.8%	91 2.2%	92 2.2%	4 0.1%	29 0.7%	0 0.0%	1 0.0%	0 0.0%	15 0.4%	1 0.0%	5 0.1%	0 0.0%	1 0.0%	0 0.0%	17 0.4%	0 0.0%	4,104
Service-Maintenance	1995	4,863 46.4%	3,986 38.0%	675 6.4%	822 7.8%	65 0.6%	40 0.4%	*N/A *N/A	*N/A *N/A	16 0.2%	21 0.2%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	10,488
	2000	4,301 50.0%	3,223 37.5%	436 5.1%	524 6.1%	52 0.6%	37 0.4%	*N/A *N/A	*N/A *N/A	13 0.2%	19 0.2%	*N/A *N/A	*N/A *N/A	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	8,605
	2005	7,084 61.2%	3,270 28.2%	574 5.0%	476 4.1%	85 0.7%	45 0.4%	**N/A **N/A	**N/A **N/A	18 0.2%	18 0.2%	8 0.1%	3 0.0%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	11,581
	2010	6,530 60.2%	3,096 28.5%	508 4.7%	443 4.1%	91 0.8%	69 0.6%	**N/A **N/A	**N/A **N/A	24 0.2%	24 0.2%	6 0.1%	7 0.1%	***N/A ***N/A	***N/A ***N/A	0 0.0%	0 0.0%	10,798
	2015	6,545 60.8%	2,936 27.3%	486 4.5%	395 3.7%	105 1.0%	66 0.6%	**N/A **N/A	**N/A **N/A	32 0.3%	31 0.3%	8 0.1%	6 0.1%	***N/A ***N/A	***N/A ***N/A	28 0.3%	21 0.2%	10,610
	2016	6,496 61.0%	2,956 27.8%	493 4.6%	413 3.9%	101 0.9%	70 0.7%	2 0.0%	1 0.0%	26 0.2%	30 0.3%	7 0.1%	7 0.1%	3 0.0%	1 0.0%	24 0.2%	22 0.2%	10,652

NOTE: Includes full-time permanent salaried employees. Percentages are based on the total number of employees within each job category for each year. All ethnicity categories match U.S. Equal Employment Opportunity Commission (EEOC) requirements.

*For all years prior to 2004, Asian, Native Hawaiian/Pacific Islander and Native American/Alaskan were grouped together in an "Other" category; therefore, statistics displayed in the Asian category for years prior to 2004 include Native Hawaiian/Pacific Islander and Native American/Alaskan.

**In November 2015, the Asian/Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander; therefore, all statistics displayed in the Asian category for years between 2004 and 2015 also include Native Hawaiian/Pacific Islander.

***In November 2015, a new category, Two or more races, was created.

COMMENTS: The above table shows employment by race and sex for the eight standardized U.S. EEOC job categories.

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*Appointments, Separations and Promotions
by Ethnicity and Gender
(GAWFR Table 21)*

Percent of Total Appointments					
Ethnicity/Gender	2003-04	2008-2009	2013-2014	2014-2015	2015-2016
White Male	47.3%	47.0%	48.3%	43.4%	46.9%
White Female	34.8%	32.4%	33.6%	35.0%	34.2%
White Undisclosed	0.0%	0.0%	0.1%	0.0%	0.0%
Black/African-American Male	4.6%	6.7%	5.1%	5.6%	4.7%
Black/African-American Female	8.8%	8.3%	7.3%	9.7%	6.6%
Hispanic/Latino Male	1.3%	1.6%	1.7%	1.4%	1.6%
Hispanic/Latino Female	1.6%	1.2%	1.7%	1.9%	2.9%
Native Hawaiian/Pacific Islander Male	*N/A	**N/A	**N/A	**N/A	0.0%
Native Hawaiian/Pacific Islander Female	*N/A	**N/A	**N/A	**N/A	0.0%
Native Hawaiian/Pacific Islander Undisclosed	*N/A	**N/A	**N/A	**N/A	0.0%
Asian Male	0.8%	1.2%	0.8%	0.8%	1.0%
Asian Female	0.8%	1.3%	0.8%	0.9%	0.9%
Asian Undisclosed	0.0%	0.0%	0.0%	0.0%	0.0%
Native American/Alaskan Male	0.1%	0.2%	0.2%	0.1%	0.1%
Native American/Alaskan Female	0.0%	0.0%	0.2%	0.1%	0.0%
Two or more races Male	***N/A	***N/A	***N/A	***N/A	0.4%
Two or more races Female	***N/A	***N/A	***N/A	***N/A	0.6%
Undeclared Male	****N/A	****N/A	0.1%	0.5%	0.0%
Undeclared Female	****N/A	****N/A	0.0%	0.5%	0.0%

Percent of Total Separations					
Ethnicity/Gender	2003-04	2008-09	2013-2014	2014-2015	2015-2016
White Male	50.3%	47.8%	50.2%	48.8%	51.2%
White Female	35.7%	34.2%	33.4%	35.9%	32.8%
White Undisclosed	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African-American Male	4.6%	6.1%	5.1%	4.6%	4.6%
Black/African-American Female	7.2%	8.4%	7.2%	6.8%	7.0%
Hispanic/Latino Male	0.8%	1.1%	0.9%	1.1%	0.9%
Hispanic/Latino Female	0.6%	0.9%	1.1%	1.2%	1.3%
Native Hawaiian/Pacific Islander Male	*N/A	**N/A	**N/A	**N/A	0.0%
Native Hawaiian/Pacific Islander Female	*N/A	**N/A	**N/A	**N/A	0.0%
Native Hawaiian/Pacific Islander Undisclosed	*N/A	**N/A	**N/A	**N/A	0.0%
Asian Male	0.2%	0.6%	0.7%	0.4%	0.7%
Asian Female	0.7%	0.6%	0.8%	0.5%	0.8%
Asian Undisclosed	0.0%	0.0%	0.0%	0.0%	0.0%
Native American/Alaskan Male	0.0%	0.1%	0.1%	0.1%	0.1%
Native American/Alaskan Female	0.0%	0.1%	0.1%	0.1%	0.2%
Two or more races Male	***N/A	***N/A	***N/A	***N/A	0.0%
Two or more races Female	***N/A	***N/A	***N/A	***N/A	0.0%
Undeclared Male	****N/A	****N/A	0.2%	0.3%	0.3%
Undeclared Female	****N/A	****N/A	0.2%	0.2%	0.1%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
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*Appointments, Separations and Promotions
by Ethnicity and Gender
(GAWFR Table 21 - continued)*

Percent of Total Promotions					
Ethnicity/Gender	2003-04	2008-09	2013-2014	2014-2015	2015-2016
White Male	51.8%	55.4%	51.8%	50.9%	51.7%
White Female	35.1%	30.7%	33.8%	32.7%	33.1%
White Undisclosed	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African-American Male	3.7%	3.9%	3.6%	3.9%	4.4%
Black/African-American Female	6.9%	6.1%	5.4%	7.1%	5.5%
Hispanic/Latino Male	0.8%	0.9%	1.2%	1.5%	1.2%
Hispanic/Latino Female	0.7%	1.0%	1.2%	1.4%	1.3%
Native Hawaiian/Pacific Islander Male	*N/A	**N/A	**N/A	**N/A	0.1%
Native Hawaiian/Pacific Islander Female	*N/A	**N/A	**N/A	**N/A	0.1%
Native Hawaiian/Pacific Islander Undisclosed	*N/A	**N/A	**N/A	**N/A	0.0%
Asian Male	0.6%	1.0%	0.8%	0.8%	1.0%
Asian Female	0.6%	0.7%	0.8%	1.0%	0.9%
Asian Undisclosed	0.0%	0.0%	0.0%	0.0%	0.0%
Native American/Alaskan Male	0.1%	0.1%	0.1%	0.1%	0.1%
Native American/Alaskan Female	0.0%	0.1%	0.1%	0.1%	0.1%
Two or more races Male	***N/A	***N/A	***N/A	***N/A	0.0%
Two or more races Female	***N/A	***N/A	***N/A	***N/A	0.0%
Undeclared Male	****N/A	****N/A	0.8%	0.3%	0.4%
Undeclared Female	****N/A	****N/A	0.5%	0.3%	0.2%

NOTE: Includes full-time permanent salaried employees. Table displays data in five year increments beginning with 2003-2004 along with the two most recent fiscal years. Separations include retirements, resignations, deaths, and furloughs but exclude returns from furlough. All ethnicity categories match U.S. Equal Employment Opportunity Commission (EEOC) requirements.

*For all years prior to 2004, Asian, Native Hawaiian/Pacific Islander and Native American/Alaskan were grouped together in an "Other" category; therefore, statistics displayed in the Asian category for years prior to 2004 include Native Hawaiian/Pacific Islander and Native American/Alaskan.

**In November 2015, the Asian/Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander; therefore, all statistics displayed in the Asian category for years between 2004 and 2015 also include Native Hawaiian/Pacific Islander.

***In November 2015, a new category, Two or more races, was created.

****Reporting of undeclared gender began in fiscal year 2010-2011.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
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Age and Length of Service by Union
Full-Time Salaried Employees
(GAWFR Table 25)

Union	Mean Age	Mean Length of Service
AFSCME (Master Agreement/Memorandum)	47*	11*
-Clerical, Administrative, and Fiscal units	48	11
-Maintenance and Trades units	48	11
-Human Services units	45	9
-Other AFSCME units	46	12
<i>*Average for all employees in the four categories</i>		
PSCOA (corrections officers)	42	10
SEIU Local 668 (social workers)	45	10
PSTA (state police)	39	12
SEIU Healthcare PA (nurses, non-supervisory)	47	9
UFCW (liquor store clerks)	48	9
ISSU (liquor store managers)	48	14
CIVEA (corrections education teachers)	48	12
FOSCEP (educational and cultural)	52	13
OPEIU (nurse supervisors)	51	14
UGSOA (security officers)	47	10
PDA (physicians)	61	12
FOP (conservation officers)	44	14
FOP (capitol police)	45	10
PLEA (liquor enforcement officers)	39	9
PSRA (DCNR rangers)	45	13
SEIU Local 668 (unemployment compensation referees)	52	18
PSEA (non-tenured teachers)	50	12
CBA (PUC attorneys)	45	14
ALES (liquor law enforcement officers 3)	50	22
Non-Union Employees	46	17
Management Employees	48	16
COMMONWEALTH AVERAGE	46	11

NOTE: Includes full-time permanent salaried employees. Data includes both rank-and-file and supervisory units unless otherwise noted.

COMMENTS: PLEA (liquor enforcement) and PSTA (state police) are tied for the youngest mean age (39), while PDA (physicians) have the oldest mean age (61). ALES (liquor law enforcement officers) has the highest mean length of service of unionized employees (22 years). PLEA, UFCW (liquor store clerks), AFSCME (Human Services units) and SEIU Healthcare PA (nurses, non-supervisory) are tied for the lowest mean length of service (9 years).

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Minority Group and Gender of Employees by Union
Full-Time Salaried Employees
(GAWFR Table 26)

Union		White		Black/African-American		Hispanic /Latino		Native Hawaiian/Pacific Islander		Asian		Native American/Alaskan		Two or more races		Undisclosed	
AFSCME (Master Agreement/Memorandum)*	Male	15,162	51.3%	932	3.2%	228	0.8%	20	0.1%	238	0.8%	22	0.1%	7	0.0%	61	0.2%
	Female	10,821	36.6%	1,907	6.5%	296	1.0%	13	0.0%	271	0.9%	25	0.1%	11	0.0%	62	0.2%
-Clerical, Administrative and Fiscal units	Male	1,233	16.1%	213	2.8%	38	0.5%	2	0.0%	54	0.7%	1	0.0%	0	0.0%	7	0.1%
	Female	4,811	62.7%	1,162	15.1%	162	2.1%	7	0.1%	142	1.9%	10	0.1%	6	0.1%	24	0.3%
-Maintenance and Trades units	Male	6,969	92.9%	210	2.8%	80	1.1%	2	0.0%	14	0.2%	7	0.1%	3	0.0%	32	0.4%
	Female	183	2.4%	14	0.2%	4	0.1%	0	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%
-Human Services units	Male	1,427	26.9%	225	4.2%	34	0.6%	1	0.0%	15	0.3%	3	0.1%	1	0.0%	6	0.1%
	Female	3,123	58.8%	391	7.4%	63	1.2%	2	0.0%	33	0.6%	9	0.2%	2	0.0%	27	0.5%
-Other AFSCME units	Male	5,533	61.0%	284	3.1%	76	0.8%	15	0.2%	155	1.7%	11	0.1%	3	0.0%	16	0.2%
	Female	2,704	29.8%	340	3.7%	67	0.7%	4	0.0%	94	1.0%	6	0.1%	3	0.0%	11	0.1%
*Average for employees in the four categories																	
PSCOA (corrections officers)	Male	7,962	76.8%	809	7.8%	193	1.9%	0	0.0%	28	0.3%	17	0.2%	6	0.1%	25	0.2%
	Female	965	9.3%	340	3.3%	48	0.5%	0	0.0%	6	0.1%	1	0.0%	2	0.0%	6	0.1%
SEIU Local 668 (social workers)	Male	2,387	26.0%	339	3.7%	133	1.4%	1	0.0%	57	0.6%	7	0.1%	1	0.0%	3	0.0%
	Female	4,549	49.5%	1,309	14.2%	424	4.6%	8	0.1%	71	0.8%	16	0.2%	11	0.1%	13	0.1%
PSTA (state police)	Male	3,850	89.0%	139	3.2%	72	1.7%	3	0.1%	35	0.8%	6	0.1%	0	0.0%	0	0.0%
	Female	234	5.4%	11	0.3%	7	0.2%	1	0.0%	0	0.0%	1	0.0%	0	0.0%	0	0.0%
SEIU Healthcare PA (nurses, non-supervisory)	Male	258	22.3%	21	1.8%	0	0.0%	2	0.2%	10	0.9%	0	0.0%	0	0.0%	0	0.0%
	Female	802	69.3%	61	5.3%	6	0.5%	0	0.0%	24	2.1%	1	0.1%	1	0.1%	6	0.5%
UFCW (liquor store clerks)	Male	656	45.9%	105	7.4%	12	0.8%	2	0.1%	9	0.6%	2	0.1%	0	0.0%	0	0.0%
	Female	449	31.4%	183	12.8%	17	1.2%	1	0.1%	5	0.4%	0	0.0%	0	0.0%	1	0.1%
ISSU (liquor store managers)	Male	310	44.7%	32	4.6%	7	1.0%	3	0.4%	1	0.1%	0	0.0%	0	0.0%	0	0.0%
	Female	267	38.5%	68	9.8%	5	0.7%	0	0.0%	2	0.3%	1	0.1%	0	0.0%	0	0.0%
CIVEA (corrections education teachers)	Male	253	71.5%	13	3.7%	0	0.0%	0	0.0%	2	0.6%	1	0.3%	0	0.0%	0	0.0%
	Female	77	21.8%	10	2.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
FOSCEP (educational and cultural)	Male	111	40.2%	6	2.2%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%
	Female	145	52.5%	9	3.3%	5	1.8%	0	0.0%	4	1.4%	0	0.0%	0	0.0%	0	0.0%
OPEIU (nurse supervisors)	Male	65	29.3%	3	1.4%	0	0.0%	0	0.0%	1	0.5%	1	0.5%	0	0.0%	0	0.0%
	Female	144	64.9%	8	3.6%	0	0.0%	0	0.0%	2	0.9%	1	0.5%	0	0.0%	0	0.0%
UGSOA (security officers)	Male	131	74.4%	19	10.8%	2	1.1%	0	0.0%	2	1.1%	0	0.0%	0	0.0%	0	0.0%
	Female	21	11.9%	2	1.1%	0	0.0%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	0	0.0%
PDA (physicians)	Male	69	66.3%	5	4.8%	1	1.0%	0	0.0%	15	14.4%	0	0.0%	0	0.0%	0	0.0%
	Female	26	25.0%	1	1.0%	1	1.0%	1	1.0%	11	10.6%	0	0.0%	0	0.0%	0	0.0%
FOP (conservation officers)	Male	259	95.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Female	12	4.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Minority Group and Gender of Employees by Union
Full-Time Salaried Employees
(GAWFR Table 26 - continued)

Union		White		Black/African-American		Hispanic /Latino		Native Hawaiian/Pacific Islander		Asian		Native American/Alaskan		Two or more races		Undisclosed	
FOP (capitol police)	Male	76	89.4%	4	4.7%	3	3.5%	0	0.0%	1	1.2%	0	0.0%	1	1.2%	0	0.0%
	Female	2	2.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
All Other Unions**	Male	227	71.8%	15	4.7%	2	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Female	63	19.9%	8	2.5%	1	0.3%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
Non-Union Employees	Male	470	71.0%	8	1.2%	4	0.6%	0	0.0%	16	2.4%	2	0.3%	0	0.0%	0	0.0%
	Female	165	24.9%	10	1.5%	2	0.3%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
Management Employees	Male	6,491	52.0%	334	2.7%	99	0.8%	6	0.0%	139	1.1%	9	0.1%	1	0.0%	53	0.4%
	Female	4,770	38.2%	550	4.4%	118	0.9%	9	0.1%	135	1.1%	9	0.1%	2	0.0%	42	0.3%
COMMONWEALTH TOTAL		62,249	85.5%	7,261	10.0%	1,686	2.3%	71	0.1%	1,088	1.5%	123	0.2%	43	0.1%	272	0.4%

NOTE: Includes full-time permanent salaried employees.

**Unions with less than 100 represented employees are grouped in "All Other Unions."

In November 2015, the Asian/Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander. Also in November 2015, a new category, Two or more races, was created. All category updates were due to changes in the U.S. Equal Employment Opportunity Commission (EEOC) requirements.

COMMENTS: Significant differences exist in the male/female ratio among bargaining units. The AFSCME clerical, administrative, and fiscal and human services units are primarily female, while the majority of maintenance and trades employees are male. In addition, the majority of SEIU Local 668 (social workers), SEIU Healthcare PA, and OPEIU represented employees are female, while PSCOA (corrections officers), PSTA (state police), UGSOA (security officers) and FOP (conservation officers) are primarily male.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2016

Age and Length of Service for All Commonwealth Employees
(GAWFR Table 48)

Mean Age: 46 Mean Length of Service: 12

Length of Service	Less than 5 years		5 to less than 10 years		10 to less than 15 years		15 to less than 20 years		20 to less than 25 years		25 to less than 30 years		30 years & above		TOTAL	
Age Group	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
34 & Below	8,482	11.7%	4,141	5.7%	1,114	1.5%	45	0.1%	0	0.0%	0	0.0%	0	0.0%	13,782	18.9%
35 to 44	4,149	5.7%	4,516	6.2%	4,984	6.9%	2,939	4.0%	725	1.0%	42	0.1%	0	0.0%	17,355	23.8%
45 to 54	3,512	4.8%	3,750	5.2%	4,274	5.9%	3,987	5.5%	4,656	6.4%	2,179	3.0%	921	1.3%	23,279	32.0%
55 to 59	1,361	1.9%	1,651	2.3%	1,955	2.7%	1,590	2.2%	1,479	2.0%	1,243	1.7%	1,266	1.7%	10,545	14.5%
60 & Above	962	1.3%	1,625	2.2%	1,946	2.7%	1,445	2.0%	708	1.0%	483	0.7%	663	0.9%	7,832	10.8%
Total	18,466	25.4%	15,683	21.5%	14,273	19.6%	10,006	13.7%	7,568	10.4%	3,947	5.4%	2,850	3.9%	72,793	100.0%

NOTE: Includes all full-time permanent salaried employees. Figures may not total 100% due to rounding.

COMMENTS: In July 2016, more salaried employees (18,466) had less than 5 years of service than any other service group, and more employees (23,279) were age 45 to 54 than any other age group. The mean age (46) and length of service (12) for commonwealth employees were the same as the previous year.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2016

*Average Age of New Hires for All Agencies
(GAWFR Table 49)*

Agency	Mean Age	Mean Age of New Hire
Aging	50	51
Agriculture	48	37
Banking and Securities	46	37
Civil Service Commission	49	49
Community and Economic Development	46	37
Conservation and Natural Resources	48	42
Corrections	44	33
Drug and Alcohol Programs	45	41
Education	51	40
Emergency Management Agency	50	45
Environmental Protection	47	37
Executive Offices	46	38
Fish and Boat Commission	45	33
Game Commission	45	37
General Services	49	37
Health	49	42
Historical and Museum Commission	50	31
Human Services	46	38
Insurance	49	39
Labor and Industry	49	41
Liquor Control Board	48	39
Military and Veterans Affairs	47	41
Milk Marketing Board	55	N/A
Municipal Retirement System	45	55
Probation and Parole Board	44	35
Public School Employees' Retirement System	47	46
Public Utility Commission	48	40
Revenue	46	35
State	48	41
State Employees' Retirement System	47	34
State Police	41	35
Transportation	48	39
COMMONWEALTH AVERAGE	46	37

NOTE: Includes all full-time permanent salaried employees. Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure and Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission in this table. Data as of July 1 of each year.

COMMENTS: The Historical and Museum Commission had the lowest average age of new hires (31) for fiscal year 2015-2016. The Milk Marketing Board had no new hires during fiscal year 2015-2016.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2016

Average Age and Length of Service for All Agencies
(GAWFR Table 50)

Agency	Mean Age	Mean LOS
Aging	50	14
Agriculture	48	12
Banking and Securities	46	11
Civil Service Commission	49	16
Community and Economic Development	46	12
Conservation and Natural Resources	48	14
Corrections	44	11
Drug and Alcohol Programs	45	10
Education	51	13
Emergency Management Agency	50	10
Environmental Protection	47	15
Executive Offices	46	13
Fish And Boat Commission	45	13
Game Commission	45	14
General Services	49	14
Health	49	12
Historical and Museum Commission	50	15
Human Services	46	11
Insurance	49	13
Labor and Industry	49	12
Liquor Control Board	48	12
Military and Veterans Affairs	47	9
Milk Marketing Board	55	15
Municipal Retirement Board	45	13
Probation And Parole Board	44	12
Public School Employees' Retirement System	47	13
Public Utility Commission	48	14
Revenue	46	13
State	48	10
State Employees' Retirement System	47	13
State Police	41	12
Transportation	48	12
COMMONWEALTH AVERAGE	46	12

NOTE: Includes all full-time permanent salaried employees. Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure and Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission in this table. Data as of July 1 of each year.

COMMENTS: Of all listed agencies, employees at the Milk Marketing Board held the oldest mean age (55), while State Police held the youngest (41). Civil Service Commission held the highest mean length of service (16).

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees per 10K Residents

*Rank Order of All States by Ratio of State Employment to State Population
including employees not under the Governor's jurisdiction
(GAWFR Table 10 and 11)*

State	Rank	Emps/10 K
HI Hawaii	1	508
AK Alaska	2	406
ND North Dakota	3	337
DE Delaware	4	326
VT Vermont	5	279
WY Wyoming	6	269
WV West Virginia	7	264
NM New Mexico	8	264
MT Montana	9	262
AR Arkansas	10	245
UT Utah	11	239
RI Rhode Island	12	228
KY Kentucky	13	225
AL Alabama	14	224
SD South Dakota	15	222
IA Iowa	16	220
MS Mississippi	17	219
CT Connecticut	18	218
OK Oklahoma	19	215
KS Kansas	20	211
WA Washington	21	211
OR Oregon	22	204
ME Maine	23	202
VA Virginia	24	200
NE Nebraska	25	195

State	Rank	Emps/10 K
NH New Hampshire	26	194
CO Colorado	27	192
LA Louisiana	28	192
MN Minnesota	29	189
SC South Carolina	30	189
WI Wisconsin	31	187
MI Michigan	32	186
ID Idaho	33	183
MA Massachusetts	34	182
NJ New Jersey	35	179
MO Missouri	36	177
IN Indiana	37	176
NC North Carolina	38	170
GA Georgia	39	168
OH Ohio	40	163
MD Maryland	41	153
TN Tennessee	42	147
PA Pennsylvania	43	146
AZ Arizona	44	141
NY New York	45	136
TX Texas	46	134
CA California	47	128
IL Illinois	48	120
NV Nevada	49	118
FL Florida	50	101

National Average 166
Pennsylvania 146

SOURCE: "State Government Employment and Payroll", U.S. Census Bureau, as of March 2014 and "Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2015.

NOTE: State Government data includes all full-time and part-time state employees. Pennsylvania figures include Penn State University but exclude Pittsburgh, Temple, and Lincoln Universities.

COMMENTS: Pennsylvania has 146 state employees per 10,000 residents, one of the lowest rates in the nation ranking forty-third out of the fifty states. The national average is 166.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees Average Salary
March 2014

*Average Annual Salary of All State Employees
including employees not under the Governor's jurisdiction
(GAWFR Table 12)*

State	Rank	Salary
CA California	1	\$80,263
CT Connecticut	2	\$78,146
IA Iowa	3	\$74,192
NJ New Jersey	4	\$73,572
NY New York	5	\$72,159
IL Illinois	6	\$68,984
AK Alaska	7	\$67,771
MI Michigan	8	\$67,515
MN Minnesota	9	\$67,156
MA Massachusetts	10	\$67,145
RI Rhode Island	11	\$67,141
CO Colorado	12	\$64,579
OH Ohio	13	\$62,602
WA Washington	14	\$62,016
WI Wisconsin	15	\$61,503
MD Maryland	16	\$60,097
NH New Hampshire	17	\$59,937
OR Oregon	18	\$59,467
VT Vermont	19	\$59,331
PA Pennsylvania	20	\$58,756
NV Nevada	21	\$58,511
VA Virginia	22	\$58,051
TX Texas	23	\$57,535
AZ Arizona	24	\$56,372
UT Utah	25	\$56,234

State	Rank	Salary
NC North Carolina	26	\$55,609
ND North Dakota	27	\$55,111
ID Idaho	28	\$54,693
DE Delaware	29	\$54,178
KS Kansas	30	\$54,124
HI Hawaii	31	\$54,006
LA Louisiana	32	\$53,246
NM New Mexico	33	\$52,901
AL Alabama	34	\$52,801
MT Montana	35	\$51,891
WY Wyoming	36	\$51,807
ME Maine	37	\$51,409
IN Indiana	38	\$51,405
FL Florida	39	\$51,020
KY Kentucky	40	\$50,324
NE Nebraska	41	\$50,314
TN Tennessee	42	\$49,742
OK Oklahoma	43	\$49,286
SD South Dakota	44	\$49,080
AR Arkansas	45	\$48,315
SC South Carolina	46	\$47,816
GA Georgia	47	\$47,155
MS Mississippi	48	\$45,837
MO Missouri	49	\$45,149
WV West Virginia	50	\$44,246

National Average \$60,546
Pennsylvania \$58,756*

SOURCE: "State Government Employment and Payroll", U.S. Department of Commerce, Census Bureau. March 2014 data is the latest available.

NOTE: *Pennsylvania's average salary includes all full-time state employees, including those not under the Governor's jurisdiction. This includes Attorney General, Treasury, Auditor General, Turnpike Commission, Legislative and Judicial Branches, State Universities, and the state-related universities of Penn State, Pittsburgh, Temple, and Lincoln which are reported and averaged together by the Census Bureau.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees by County
July 2016

Salaried Employees by Employment and Residence County
(GAWFR Table 51)

County	Employment	Residence
Adams	173	401
Allegheny	3,767	3,096
Armstrong	219	386
Beaver	301	428
Bedford	277	410
Berks	1,638	1,748
Blair	1,373	1,568
Bradford	245	249
Bucks	673	866
Butler	417	592
Cambria	1,434	2,471
Cameron	97	67
Carbon	211	345
Centre	1,735	1,033
Chester	890	898
Clarion	202	394
Clearfield	1,365	1,322
Clinton	175	399
Columbia	213	592
Crawford	811	920
Cumberland	1,714	4,420
Dauphin	15,576	7,277
Delaware	1,031	1,169
Elk	129	193
Erie	1,689	1,602
Fayette	1,388	1,260
Forest	716	184
Franklin	641	690
Fulton	131	112
Greene	849	512
Huntingdon	1,418	972
Indiana	1,062	947
Jefferson	259	434
Juniata	106	455
Lackawanna	1,904	2,119
Lancaster	925	1,680
Lawrence	293	448
Lebanon	604	994
Lehigh	1,090	853
Luzerne	2,787	3,139

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees by County (continued)
July 2016

Salaried Employees by Employment and Residence County
(GAWFR Table 51)

County	Employment	Residence
Lycoming	1,517	1,219
Mckean	144	239
Mercer	777	797
Mifflin	112	499
Monroe	383	354
Montgomery	3,299	2,071
Montour	659	247
Northampton	375	617
Northumberland	826	1,522
Perry	394	1,068
Philadelphia	3,361	3,657
Pike	160	129
Potter	167	174
Schuylkill	1,385	1,848
Snyder	888	760
Somerset	1,417	1,119
Sullivan	108	84
Susquehanna	175	283
Tioga	230	244
Union	104	333
Venango	1,245	1,111
Warren	565	585
Washington	520	956
Wayne	852	414
Westmoreland	1,883	2,036
Wyoming	109	182
York	608	2,355
Outside PA	2	245
Total	72,793	72,793

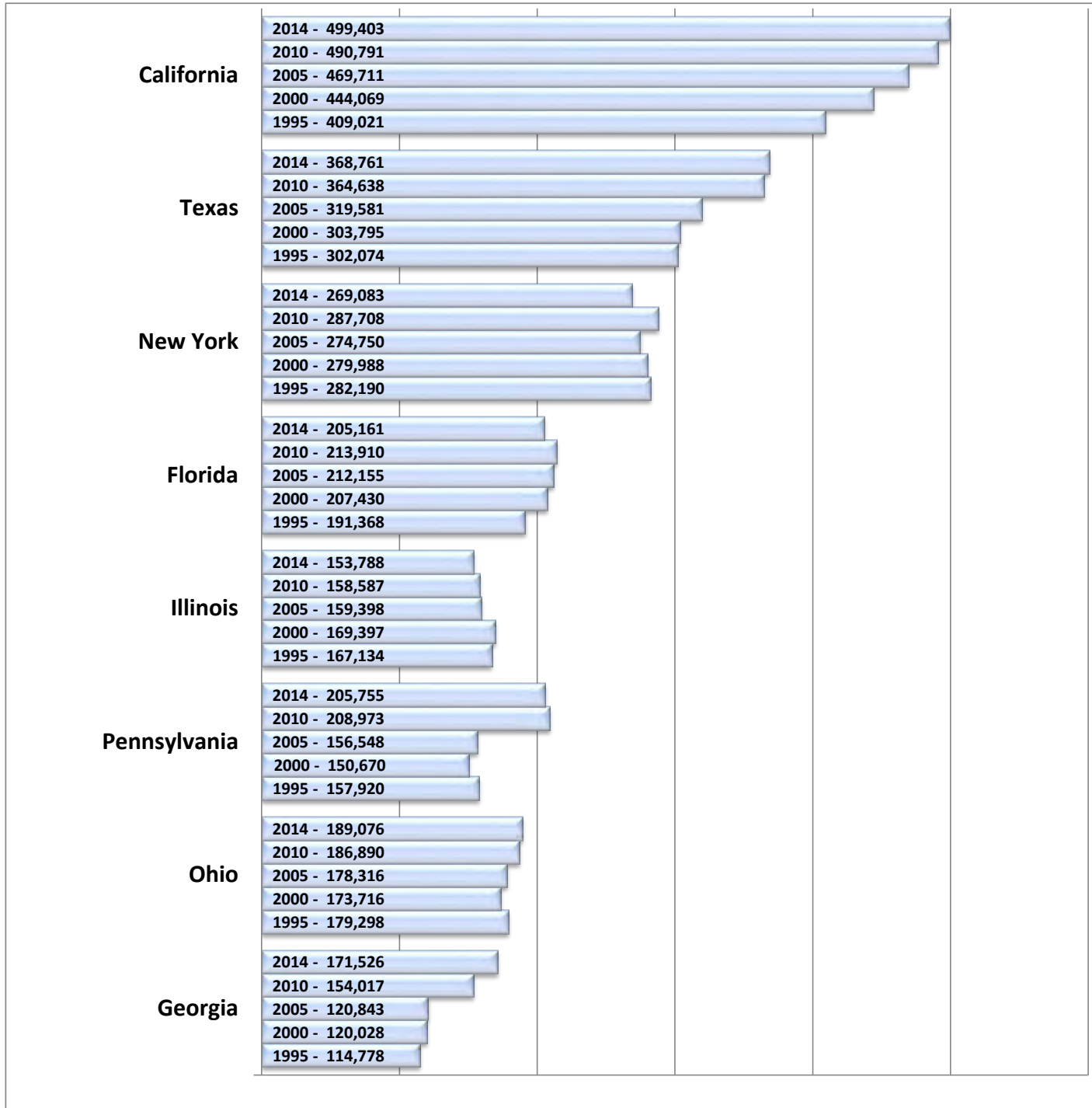
SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: State employees live and work in every county of Pennsylvania. As of July 2016, over half (56.1 percent) of all state employees worked in the metropolitan areas of Harrisburg, Philadelphia, Pittsburgh, and Scranton/Wilkes-Barre, and half (50.6 percent) of all employees had those four areas as their home addresses. A total of 245 employees resided outside of the commonwealth's geographic boundaries.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography

*Trend of All State Employment - Eight Most Populous States
(Including employees not under the Governor's jurisdiction)
1995-2014
(GAWFR Table 9)*



SOURCE/NOTE: Public employment for years shown from the U.S. Department of Commerce, Census Bureau. March 2014 employment data per state is the latest available, and the rankings for most populous states are based on the most recent data available (July 2015). Includes all full-time and part-time state employees, even those not under the Governor's jurisdiction, such as the Attorney General, Auditor General, Treasury, Turnpike Commission, Legislative and Judicial Branches, State Universities, and the state-related universities of Penn State, Pittsburgh, Temple, and Lincoln.

COMMENTS: As of July 2015, Pennsylvania is the sixth most populous state and has the fifth lowest total number of state employees of the eight most populous states.

Glossary



Appointment - The hiring of a person to perform designated duties in a Commonwealth agency in exchange for compensation. Does not refer to transfers in from other state agencies.

Average - The arithmetic mean - the sum of observations divided by the total number of observations.

Benefits - Services or goods given or money indirectly given to an employee.

Centralized payroll system - A computerized data system containing payroll information for each Commonwealth employee and position.

Civil Service position - A position in the classified service under Article 1, Section 3 (d), of the Civil Service Act.

Class - A group of positions with sufficiently similar duties and responsibilities so that they may be assigned the same title and treated alike for pay and other personnel purposes.

Compensation - Money given directly or indirectly to an employee as well as services or goods given to an employee. Used interchangeably with pay.

Equal Employment Opportunity Commission (EEOC) occupational groupings Eight standard job categories as defined by EEOC, used by state and local governments in reporting statistics to the federal government.

Fiscal year - In Commonwealth agencies, July 1 of a given year through June 30 of the next year.

Full-time employee - An employee who is expected to be in an active pay status for either 75 or 80 hours per biweekly pay period.

Furlough - Removal of an employee from his or her position because of a lack of funds, work, or other operational reasons.

Metropolitan Statistical Area (MSA) - Refers to a county or group of contiguous counties forming a metropolitan area based on criteria developed by the U.S. Census Bureau.

Minority - African Americans, Hispanics, American Indians, Alaskan Natives, Asians, and Pacific Islanders who are not categorized as white for statistical reporting purposes.

Non-Civil Service position - A position not covered by the Civil Service Act.

Part-time employee - An employee who is expected to be in an active pay status fewer than 75 or 80 hours in a pay period, depending upon the employee's pay schedule.

Permanent employee - An employee hired with the expectation of being in an active pay status for more than 12 consecutive months or from nine to 12 consecutive months inclusive on an annually recurring basis.

Position - An authorized and individually identified group of duties and responsibilities assigned or delegated by competent authority requiring the full- or part-time employment of at least one person.

Resignation - The voluntary termination of employment other than retirement.

Retirement - Voluntary termination of employment followed by the receipt of certain benefits based on eligibility criteria under the retirement.

Salaried employee - An employee who is paid for a regularly scheduled number of hours during a biweekly pay period.

SAP - A computerized data system where the personnel and payroll records of each employee and position in state government are maintained. The information on filled positions does not include positions occupied by incumbents who are in a leave without pay status. These records were previously located in the Integrated Personnel/Payroll System (IPPS) prior to transitioning in January of ????

Salaried position - A position requiring the full- or part-time employment of at least one person on a regularly scheduled basis for a period of time exceeding six months.

Separation - The ending of a person's Commonwealth employment. Does not refer to transfers to other state agencies.

Temporary employee - An employee who is hired with the expectation of being in an active pay status for less than nine consecutive months or from nine to 12 consecutive months inclusive without working on an annually recurring basis.

Wage employee - An employee who is paid on an hourly basis and whose hours of work must be reported each pay period.

Wage position - A position requiring the full- or part-time employment of one person, either on a regular schedule for a limited duration of time or on an intermittent or irregularly scheduled basis without regard to the employment duration.

Workforce - Those persons employed by the Commonwealth.